E-38-11-A

FILE

October Thirty-first,
Nineteen Nineteen.

Mr. James Robinson,
624 West Cannon St.,
Raleigh, N. C.

Dear Sir:

Referring to your letter of October 6th addressed to Mr. J. A. Franklin, Assistant Director, with which you enclosed list of train porters and their assignments, in connection with the application of Supplement No. 12 to General Order No. 27.

We have received similar complaints from colored train porters at other points on the different railroads, and the question you have raised is now being considered, and we hope in the near future to develop something definite in regard to the colored train porter situation.

Yours very truly,

H. P. Daugherty

Assistant Director.

11/az

COPY

Form G-77

2—8675

E-38-11-A

December 11, 1919.

Mr. James Robinson, Chairman,
624 West Cannon St.,
Raleigh, N. C.

Dear Sir:

Referring to your letter of the 5th inst. inquiring what progress, if any, has been made in the case of the colored trainmen on passenger trains of the Seaboard Air Line Railroad.

The entire colored train porter situation throughout the country has been investigated and developed and laid before the Director General, and is being considered by him; and we hope that a satisfactory determination will be made in a very short time.

Very truly yours,

H. P. Daugherty

Assistant Director.

11/az

131462

E 28116

File #24020-E

DIVISION OF LABOR

Tampa, Fla. Dec. 31, 1919

Mr. W. D. Hines,
Dir. General of R. R.
Washington, D. C.

JAN 6 1920

Dear Sir:

I have in hand a letter from Federal Manager, W. J. Harahan saying that he will not pay the colored employees on the Seaboard Air Line Passenger trains back time; that he owes us nothing and would not pay us. He also stated in his letter that he had instructions from the Division General not to pay it. Wewould like to know if you instructed Federal Manager, W. J. Harahan, not to pay us brakemen's pay on passenger train, and back time.

Please let me know.

I am, your servant,

John W. Taylor
Representative.
1109-3rd Ave.

JAN 5 1920

131462

January 6, 1919.

Dear Sir:

This will acknowledge receipt of your letter of December 31st to the Director General on the subject of back pay for colored employes on the Seaboard Air Line Railroad.

Your letter is being referred to Mr. W. S. Carter, Director, Division of Labor, for attention.

Sincerely yours,

(Signed) M. B. G.

Mr. John W. Taylor,
1109 - Third Ave.,
Tampa, Fla.

Y*L

File #24021-A

E 38-11-a

DIVISION OF LABOR.

Tampa, Fla. Dec. 31, 1919.

Mr. H. P. Daugherty,
Assistant Director,
Division of Labor,
Washington, D. C.

Dear Sir:

JAN 5 1920

Yours of December 13th to hand and carefully read. I have in hand a letter from Mr. W. J. Harahan, Federal Manager of the Seaboard, dated 12/18-19 A. In his letter he says: "Question of Payment of Back Time to Porters: This Company does not owe you any back time, as I interpret the instructions of the Director General. We, therefore, will not pay you anything."

Mr. Daugherty, I have been with the Seaboard back to work since 1903, performing the duties of a brakeman on passenger trains up until 1918 to 1919 when the government took over the roads. I am due brakeman's pay from Jan. 1, 1918 to December 1, 1919, by the order of the United States Railroad Administration, General Order #27 - Supplement 12-16. Mr. Daugherty, why has Mr. W. D. Hines, instructed Federal Manager, W. J. Harahan, not to pay us? During this high cost of living we must live on $60.00 per month at a cost at both ends of the road. Mr. Daugherty, did the Federal Manager have any right to class us as porters after the government took over the roads when I was heard as a brakeman? Did he have a right to do so or did he not? Has Federal Manager, W. J. Harahan, complied with the Railroad Administration 27-12-16? When I go to a store I pay the same prices as the conductor flagmen and baggage master. It is only one price to all. When I buy a cap or uniform it costs me the same as it does the flagmen and baggage master. There are no porter prices - there is only one price to all.

In 1917 I was getting $45.00 per month up to May 1918. They said they would give me a flat raise $20.00. They did not do that. Must live on $60.00 per month, with an expense at Jacksonville, Fla. for board and sleeping $2.50 per day, lunch 50¢. My family and self at home $12.25 per week;expense at home in Tampa, $49.00. At Jacksonville, $36.00 per monht -- total amount per month $85.00. I am in debt and no clothes for myself and wife. Have not been able to buy underwear for the night train for the winter. I am now sick, full of cold on account of having nothing to wear to protect myself from the cold.

Mr. Daugherty, we are performing the duties of brakemen right on by the order of the Supt. and train master have given the conductor orders and if we refuse to do so why put us down at any station. On the 18th day of October 1919, in the city of Jacksonville, Fla. at the Union Station of the Jacksonville Terminal Co. on tract #1, coming out on Train #1, Seaboard Air Line for Tampa, Fla., Mr. H. G. Herden, Train Master for the said Seaboard Air Line Ry., at 9:50 P. M. did inform me that we colored employees must perform the same duties that we have been performing before: pack hot boxes, brass journal, load baggage and express. We could do that or else. Mr. Daugherty, we have made this time in govern-

ment service. I think that we have a right to it. It is ours. So why do not Mr. Hines and Mr. W. J. Harahan pay us. Why do they refuse this pay to us. We want our pay and raise. We cannot live on $60.00 per month.

Please let me hear from you at once.

I am,

Yours truly,

John W. Taylor

Chairman & Representative.
1109-3rd Avenue.

E-38-11-A-7

January 13, 1920.

Mr. W. C. Guthrie,
Attorney at Law,
Jacksonville, Fla.

Dear Sir:

Your letter of the 5th inst. addressed to Mr. W. S. Carter has been referred to me -- and while the Division of Labor has investigated and formally turned the entire matter involving train porters over to the Director General, and it is being handled by his office, I have been informed that a decision will be reached within the next few days.

Very truly yours,

H. P. Daugherty

Assistant Director.

11/as

E-38-11-A

January 26, 1920.

Mr. J. W. Taylor,
1109 Third Ave.,
Tampa, Fla.

Dear Sir:

Referring to your recent letters addressed to the Director General and myself, regarding rates of pay and back time for colored train porters on the Seaboard Air Line Railroad.

It is our understanding that the Director General has given consideration to the entire colored train porter situation, and that a decision will be rendered in a few days.

Very truly yours,

H. P. Daugherty
Assistant Director.

11/az

Form G-19

FILE NO.

UNITED STATES RAILROAD ADMINISTRATION

DIRECTOR GENERAL OF RAILROADS

SUBJECT:

February 5, 1920.

2 38-116

MEMORANDUM for Mr. W.S.Carter:

I attach hereto a further letter from John W.Taylor, 1109 Third Ave., Tampa, Fla.,whose previous communication was referred to you on the 5th of January.

M.B.C.

DIVISION OF LABOR.

fcl-ms

FEB 9 1920

DIRECTOR'S OFFICE

JAN 19 1920

Supt to go
Referred
carter.
1/5

Tampa Fla
Jan 12 1920

Mr Boice. Clagett
Assistant Dir general
Washington D.C

Dear Sir Yours of the 1/5 #
B 17662 got to hand it was
Cupley Road and noted every
word you said
in Reply to yours will
say I May Letter to you
Filed #240205 did consum
a letter from W Houston
Staten that he head
instruction from Mr Hines
not to pay no Mr back time
for performing the duties of
Brakemen on Passenger train
And we wants to no if Mr Hines
Gives Mr Houston that
instruction we have Received
several Letters from you Staten
that your letter have been
Referred to Mr W. S. Carter

Mr. Clagett we have
been performing the duties of
Brakeman on Passenger train
and wants Brakeman pay
we perform the duties by
the order of the General manager
and Dist Supt of the S. & L. R.R.
So we " " will ask
Mr W. D. Hines to let us
no at once if you please
what have he decided as what
will he do on this matter
it have been up for 2½ months
it do seems to it is nothing
being done a bought it
Mr W. D. Hines on the 3 day of
February 1920 if you will drop of
of it I will give no that
date to meet you at your
office in washington if so
please let me not at once
I am yours Respectfully
Jno. W. Taylor
Shermon
A 1109 - 23rd ave

No. 624 West Cannon St,
Raleigh, N.C.

Feby 7 1/20.

Two letters

E-38-11-a

DIVISION OF LABOR.

Mr. H. P. Daugherty
Asst. Director
Washington D.C.

FEB 10 1920

Dear Sir:-

In January you wrote me that the case of the colored trainmen had been sent to the Director General for his decision, the facts having been found.

If Mr. Hines has reached a conclusion please let me know.

Respectfully,
James Robinson

E-38-11-A

February 13, 1920.

Mr. J. W. Taylor,
1109 Third Ave.,
Tampa, Fla.

Dear Sir:

Referring to your letter addressed to Mr. Brice Clagett Assistant to the Director General, which was referred to the Division of Labor, relative to colored train porters.

For your information, I am enclosing a copy of Supplement No. 26 to General Order No. 27 granting an increase in wages to colored train porters, effective November 1, 1919.

Relative to your statement that you have a letter from Mr. J. W. Harahan, Federal Manager, to the effect that he had received instructions from the Director General not to pay any back time, we have no knowledge of any such instructions having been issued by the Director General; as we understand that the question of payment of back time to porters for the performance of duties outlined under Supplement No. 12 up to the time they were restricted to those of porter only, is still being given consideration by the Director General's Office, but we cannot say how soon a determination will be made of that question.

However, I will appreciate it, if you will forward to me the letter which you state Mr. Harahan sent you, claiming that he had received instructions from the Director General, and we will investigate same.

Very truly yours,

H. P. Daugherty

Assistant Director.

ll/as

E-38-11-A

February 13, 1920.

Mr. James Robinson,
624 West Cannon St.,
Raleigh, N. C.

Dear Sir:

Referring to your letter of the 7th inst. relative to colored trainmen.

For your information I am attaching a copy of Supplement No. 26 to General Order No. 27, granting an increase in wages to colored train porters, effective November 1, 1919.

Relative to the question of back pay under Supplement No. 12 for the period during which the colored train porters claim they performed the duties outlined in the Supplement; this question is still being considered by the Director General's office, and we are unable to say how soon a determination will be made of same.

Very truly yours,

H. P. Daugherty

Assistant Director.

11/as

2 38 - 1 h

DIVISION OF LABOR.

Tampa Fla
2/12-20
FEB 16 1920

Mr W. P. Daugherty
Div of Labs
Washington D.C.

This will Expo that I am
in hand of Supplement #26 of
Gen order #27 Effective
" Nov 1. 1919 My Memo and
My Self thank you for
Them. Supt L.B. Burns
of the S.A.L Fla Div as
making out Rocks time
for Porters at his of Div office
Only from Nov 1-1919
And have orded the Conductor
to make his Person the
Duties of Brakemen flag
all St Crossing and RR
uncuple for House and Steam
Inspect for Rocks Hot Boxes

Boss Yard.
Div of Lots which we
go and flage a RR at
Street Crossing in the day
we hafter give a hand
Signal at night Light
Signal which we encuple
the one hours as steam hours
then we as Porters the duties
of Brakemen as per Supplement
12 of gen order #27 then as
compelling the Porters to perform
these duties so I ask yr to
cause Supplement #12 16 of Gen
order #27.

I am yours
Respectfully
Jno. W. Taylor
1109-3-ave

B-38-11-A

February 18, 1920.

Mr. Jno. W. Taylor,
1109 Third Ave.,
Tampa, Fla.

Dear Sir:

Referring to your letter of the 12th inst. acknowledging receipt of Supplement No. 26 to General Order No. 27, and calling attention to the fact that it is only effective from November 1, 1919.

The Provisions of Supplement No. 26 cover employes classed as train porters, whose duties are those of train porter only.

As stated to you, the entire colored train porter situation has been investigated and the facts submitted to the Director General, and we understand that instructions have been issued that the train porters who are entitled to brakemen's rate under Supplement No. 12 will be paid in accordance therewith; but it will be necessary for the porter to establish his right to that rate, and if, as you claim, you have been and are performing the duties outlined in Supplement No. 12, I would suggest that you procure a statement to that effect signed by your conductor under whose direct charge you are working, and forward it to me and I will take the question up further.

Very truly yours,

H. P. Daugherty

Assistant Director.

11/as

File #14035-E

Tampa, Fla. March 13,1920

Mr. H. P. Daugherty,
Asst. Div. of Labor,
Washington, D. C.

Dear Sir & Boss:

If you please, could you recommend me to the President for one of the members on the Board for my Union, Association Porters, Brakemen & Switchmen.

I am a registered voter of the State of Florida, Duval County. I belong to the Association of Porters, Brakemen and Switchmen, Union Lodge #5, at Jacksonville, Fla. and have been railroading for 25 years. I have practiced law though never have been admitted to the bar on account of wanting to railroad.

If you would please be so kind as to recommend me I assure you, Sir, that I will appreciate it to the highest.

I am, your servant,

Geo. W. Taylor

1109 3rd Ave. Tampa, Fla.

14034-E

Tampa, Fla.
March 13, 1920

Mr. H. P. Daugherty, Asst. Dir.,
Division of Labor,
Washington, D. C.

Dear Sir:

I, John W. Taylor, was put out of service on the Seaboard Air Line Ry. by Supt. L. B. Burns on the 5th of February last on account of fighting, so letter read. Then on Feb. 21, 1920, at the Tampa Union Station, Mr. L. B. Burns, Supt. of the Seaboard Air Line, Florida Division, at Tampa, Fla., said to me that if I would call at his office and sign a letter to Mr. W. J. Harahan that I would not fight the wages any more that he would put me back to work, and if I did not he did not want to see me any more.

Now, gentlemen, if I was put out of service for fighting, and at that time I was on duty and performing the duties of a Porter. On the night of Dec. 29, 1919, one man got on Train No. 1 at Ocala, Fla. going to Bushnell, Fla. The train was crowded and no seats, so this man and others were in the baggage care. Within four miles of his destination I found him and asked him his destination. In reply he said Bushnell; then I asked him had the conductor gotten his ticket. In reply he said No. Then I, John Taylor, acting as porter on Train No. 1, (though performing the duties of a brakéman) at once went to my conductor, W. J. Windham, and told him of this man. On account of my telling my conductor of his presence he abused me and called me awful things out of place. I, John Taylor, porter on said train No. 1, asked the ~~[illegible]~~ gentleman not to do so any more. He did continue it the third time. On Feb. 5, 1920, Mr. L. B. Burns called me up to his office, the Supt. office of the Seaboard Air Line, Florida Division, at Tampa, Florida, for a trial of investigation and the only thing Mr. Burns said to me was that I had noting to do with it and other words he said. Then in reply to me, he said "I will take you out of service" Then later he sent for me to come to his office to go to work on the night of Feb. 21, 1920. I saw Mr. Burns at the Station with the General Manager. I, John Taylor, asked Mr. Burns did he want to see me. In reply he said "Yes, when is your trip out". Replying I said "On the 24th." "Well, if you will come to my office and sign a letter to Mr. Harahan that you will not fight these wages any more I will put you back to work."

Now, gentlemen, if Mr. Burns, the said Supt. of the S. A. L. Ry., as he said in his letter that you are out of service for fighting a passenger when I was performing my duties as a porter by telling my conductor of this man on the train and had not paid his fare, then after the conductor had come to [illegible] transportation this mand said that he had given h[illegible] from Ocala to Bushnell and then no ticket coul[illegible] that point to that destinat[illegible]on. Then Mr. Bur[illegible] Fla. Division took me out o[illegible] service as long [illegible]king for the Seaboard, wo[illegible]king for nothing [illegible] got nothing to go [illegible] take me out o[illegible] working as chairman of my u[illegible]n under the

ment #12 of Gen. Order #27. The O. R. C. and the BRT are working for the same thing that I was. He also said that this matter was all settled in Washington.

Now, gentlemen, all that I want is justice on my side and the officials of the S. A. L. Ry.

I have been with the S. A. L. for a long time, working for a little wage up to government control; worked for the government during the war to help move trains over the road, at this high cost of living for $60.00 per month. Live on that at both ends of the road and take care of my family. At that I have lost my health serving you as a loyal American citizen to help to win the war. Now at this age of mine after I have worked both before and since government control, and mad to perform the duties of brakemen on passenger train, and just on account of asking for more money to live on at this high cost of living now I must be put out of service.

Gentlemen of the Board of Division of Labor, sirs, to your Honors, there is no justice. Now I want brakeman's pay from Jan. 1, 1918, for the duties I performed on #1-2-3-4 of the S. A. L. Ry. by the orders of the Superintendent on the said S. A. L. Ry. Will ask the board to consider this matter, if you please, at once and let me hear from you at the earliest date possible.

I am your servant,

Jno. W. Taylor

Gen. Chairman of Committee
1109-3rd Ave.

DIVISION OF LABOR.

File #14029-E

Tampa, Fla. Feb. 18,1920

Mr. H. P. Daugherty,
Asst. Director, Division of Labor,
Washington, D. C.

FEB 20 1920

Dear Sir:

File #B 38-11 A

Your letter of February 13th to hand and it was carefully noted.

Please find enclosed letters from Federal Manager, W. J. Harahan, and also one from Mr. L. B. Burns.

Mr. L. B. Burns, Supt. of Seaboard Air Line, Florida Division, instructed the conductors on the Seaboard Air Line, Florida Division, to make the porters perform the duties as we were; that is to say, as we always did before the Federal control -- flag street crossings and railroad crossings, cut steam hose and air hose. Now, in order to flag a street or railroad crossing it cannot be done without giving a signal for the protection, movement and safety of the train.

Mr. Daugherty, if we must perform these duties why should they not class us as passenger train brakemen and pay us for the duties we are performing, instead of classing us as passenger train porters and pay us for the duties of porters, then want us to perform the duties of a brakeman. Do you think, Sir, it is just for them to class us as porters and then compel us to perform the duties of brakemen. Do they have a right to comply with Supplement 12-16, or not? I think, gentlemen, that to my understanding Supplement 12 should be posted and carried out according to the Government Railroad Administration - that is, to pay us for the duties we are performing as passenger train brakemen as per Supplement #12 of General Order #27.

It takes a well experienced brakeman to be a passenger train brakeman. You can't take a man off a freight train and put him on a passenger train down here in the South and expect him to perform the duties of a passenger train brakeman because he can't do it-- because there is more work required on a passenger than a freight train, namely on a passsnger train 1st: load on train boxes; 2nd, vent. the car, open the vestibule, line up switches, cut of and pick up in the winter time; couple and uncouple air signal and steam hose, chain flag all public street crossings and railroad crossings, loan on and unload baggage and express, inspect cars and test signals. These are the duties as performed by a passenger train brakeman and they should be classed as passenger train brakemen and not as passenger train porters. These men have

#2

been with the Railroad for years and have rendered service and have made and saved the railroad company's money.

Mr. L. B. Burns, Superintendent, said to me on Feb. 6th - 20th, that we would only get back time from November 1,1919 and this time is made out at his Division Supt. office at Tampa, Fla. and not at Portsmouth, Va. at the Paymaster's office.

Gentlemen, of the Division of Labor, we would kindly ask that you look into this carefully and consider it before the railroads go back to private control March the 1st.

I am, your servant,

Geo. W. Taylor

General Chairman,
1109-3rd Ave.
Tampa, Fla.

UNITED STATES RAILROAD ADMINISTRATION

DIRECTOR GENERAL OF RAILROADS

SEABOARD AIR LINE RAILROAD
MACON, DUBLIN & SAVANNAH RAILROAD
DURHAM & SOUTHERN RAILROAD
GEORGIA, FLORIDA & ALABAMA RAILROAD
BENNETTSVILLE & CHERAW RAILROAD
ATLANTIC & WESTERN RAILROAD

W. J. HARAHAN,
FEDERAL MANAGER.

OFFICE OF FEDERAL MANAGER
NORFOLK, VIRGINIA

December 18, 1919.

-A

Mr. John W. Taylor,
1109 - 3rd Avenue,
Tampa, Fla.

Dear Sir:

Your letters of December 10th and 15th, relative question of payment of back time to porters.

This Company does not owe you any back time, as I interpret the instructions of the Director General. We, therefore, will not pay you anything.

Yours very truly,

W J Harahan

Federal Manager.

UNITED STATES RAILROAD ADMINISTRATION

DIRECTOR GENERAL OF RAILROADS

SEABOARD AIR LINE RAILROAD
MACON, DUBLIN & SAVANNAH RAILROAD
DURHAM & SOUTHERN RAILROAD
GEORGIA, FLORIDA & ALABAMA RAILROAD
BENNETTSVILLE & CHERAW RAILROAD
ATLANTIC & WESTERN RAILROAD

W. J. HARAHAN,
FEDERAL MANAGER.

OFFICE OF FEDERAL MANAGER
NORFOLK, VIRGINIA

December 10, 1919.
26504-112-A

Mr. John W. Taylor,
1109 Third Avenue,
Tampa, Fla.

Dear Sir:

Your letter November 24th, with reference to back time.

I do not know what you refer to. This matter has been thoroughly discussed, as I understand it, and you have been advised as to just what the situation is.

Yours very truly,

W J Harahan

Federal Manager.

UNITED STATES RAILROAD ADMINISTRATION

DIRECTOR GENERAL OF RAILROADS

SEABOARD AIR LINE RAILROAD
MACON, DUBLIN & SAVANNAH RAILROAD

OFFICE OF GENERAL MANAGER
NORFOLK, VIRGINIA

W. L. SEDDON,
GENERAL MANAGER.

December 12, 1919.f

14851-S.

Jno. W. Taylor,
No. 1109 - 3rd Avenue,
Tampa, Fla.

Your letter December 4th.

Inasmuch as you have been writing similar letters to the Federal Manager, I referred the papers to him.

W. L. Seddon

General Manager.

File #14049-E.L.

Tampa, Fla. April 7,1920

Hon. Woodrow Wilson,
President and Chief Executive,
United States of America,
Washington, D. C.

Dear Sir and Chief Executive:

On last August 4th, 1919, I wrote you a letter on Railroad grievance of the colored train porters on the Seaboard Air Line Ry. concerning the duties that they perform and how they were classed. The managers of the Seaboard Air Line class their men as Passenger train porters and then pay them a salary of $60. per month. They have to live on this at both ends of the road and take care of themselves and families at this high cost of living. Then the Managers make them perform the duties of a passenger train brakemen and if not we are run off.

On October 14, 1919, Mr. L. B. Burns, Division Superintendent of the Seaboard Air Line Ry., Florida Division, put out a bulletin reading that they would only require porters to perform the duties of porters. These men and I were at work for the Seaboard Air Line when the government took the railroads under Federal control and we did work loyaly for our country for the safe movement of train under government control to render service to our country.

Most Honorable Chief Executive, these men performed the duties of brakemen as per Supplement #12 to General Order #27 of the Federal Railroad Administration from Jan. 1, 1918 to Oct. 15, 1919. Are these men on the Seaboard Air Line Ry. entitled to brakemen pay and back time from Jan. 1, 1918 for the duties of passenger train brakemen, as it was ordered or not ? As per Supplement 12-16 to General Order #27, did the Federal Manager and Division Superintendent of the Seaboard Air Line have any right to refuse this pay after it was ordered by the Railroad Administration? Did they have any right to class us as porters and then make us perform the duties of brakemen at porters pay of $60.00 per month?

Mr. President, I have had this up with the Division of Labor and it was ordered to pay these men for the duties that they performed. Now I understand the Railroad officials say that they will not pay it, that is, this back time from Jan. 1, 1918 to October 15, 1919, up to the time they put out Bulletin #2146 that they would only pay just three months -- from Nov. 1, 1919 to Dec. 31, 1919 -- that the Railroad was back in the hands of the owners and that back time was dead.

Mr. President, I performed the duties of a passenger train brakemen on the Seaboard Air Line under Federal control from Jan, 1, 1918 to Feb. 5, 1920, and I am due brakemen pay and back time

from Jan. 1, 1918 to Feb. 5, 1920.

By the right of the duties that I rendered as per Supplement #12 to General Order #27 of the United States Railroad Administration, I, as your servant, will ask you to take this matter up with the Railroad Company and see why they have us to perform the duties of brakemen and refuse to pay us as per Supplement #12-16 to General Order #27.

Supt. L. B. Burns put me out of service on account of my being representative for the colored employes of the Seaboard Air Line. He left me without nothing to live on -- myself or family. Mr. Burns said he had taken me out of service for fighting a passenger. This man was not a passenger and never had paid his fare. He was beating his way from Ocala, Fla. to Bushnell, Fla. This man had gotten up in the baggage car;about two miles from Bushnell I found him and asked him for his hat check. In reply he said I have one. I said, has the conductor got you yet? No, he said, so I went back in the white car and told my conductor of this man. My conductor came up then and asked for his ticket. He said, "You have my ticket". No ticket from Ocala to Bushnell could be found. The train blew for that destination. So this man called me awful things on account of telling the conductor about him and did attempt to assault me. On Feb. 6, 1920, I was called up to the Superintendent's office, Mr. L. B. Burns, at Tampa, Fla., for investigation. Just Supt. Burns and I. I could not tell him anything -- my evidence was no good to him. He said, "I will take you out of service. I don't need you". There have been several fights that I know Mr. Burns has not taken them out of service.

On Feb. 21, 1920, Mr. Burns sent for me to call at his office. I met Mr. Burns at the station and asked him if he wanted me. Yes, he said, when are your trips out. On the 24th, I said. "Well, he said, "if you come to me office and sign a letter to Mr. Harahan that you won't fight the wages any more I will put you back to work and if you don't I don't want to see you no more or don't write me any more because this is settled at Washington."

Mr. President, I have not had a just investigation and was put out of service. I do understand I was taken out of service on account of representing the colored employees;asking for something to live on at this high cost of living. Just put me out of service without nothing to live on; was making nothing to live on at $60.00 per month. I have been with the Seaboard Air Line since 1901 and have rendered them service every day. I have lost my health on account of not having cloths to wear in the winter on the day and night trains. At $60. per month did not have money to meet my expenses at this high cost of living. When I go to the store to buy anything, a cap or uniform, it is one price to all.

Most Honorable Chief Executive, I ask you, Sir, as your servant to take this into consideration and handle it with the

Railroad for me, if you please, and let me hear from you the earliest date.

Your servant,

John. W. Taylor

A member of the Association of Train Porters, Brakemen and Switchmen Union Lodge No. 5 under the Laws of Va.

1109 3rd Ave.,
Tampa, Fla.
Rep. S. A. L. Porters & Brakemen.

N.B.: Porters Pay-- They are getting $85.00 per month and back time from Nov. 1 to Dec. 31, 1919 and it has not been paid as yet up to April 6, 1920, 5 P. M.

141804

April 13, 1920.

Dear Sir:

This will acknowledge receipt of your letter of the 7th inst., addressed to Honorable Woodrow Wilson, in regard to some additional pay which you feel is due you from the Seaboard Air Line Railroad for services as passenger train brakeman.

Your letter is being referred to the Division of Labor for attention.

Sincerely yours,

(Signed) M. B. C.

Mr. John W. Taylor,
1109 3rd. Avenue,
Tampa, Florida.

C*W

E.38-11-a.

Raleigh. N.C.
April 20. 1920

Mr. H.C. Daugherty
Asst. Director,
Wash. D.C.

DIVISION OF LABOR.
APR 22 1920

Your letter Feb. 13th. has been received. You said the matter of back pay for colored porters was still being considered by the Director General. We have received no back pay neither have we received any information as to how this matter was finally disposed of.

We can get no satisfaction from the Rail Road Company. Please advise me just how our case now stands.

Respectfully
James Robinson
624 West Cannon St

11/a I.

156792

File #18073-46 EH

LABOR

Tampa, Fla. April 4, 1921

Mr. W. G. Harding,
Pres. of the United States,
Washington, D. C.

Dear Sir & Chief Executive:

Please read my letter and note every word that I am going to say to you in this letter, please.

Mr. Harding, I am a citizen and have been loyal to my country and fellowmen. Mr. President, On Jan. 1, 1918, when the government took the railroads over under federal administration, I, John W. Taylor, was at work for the Seaboard Air Line Railway Co., running from Tampa, Florida, to Jacksonville, Fla. on Passenger Train #1-2-3-4, under Supt. Bicott up until May or June, then Supt. L. B. Burns with instructions to perform the duties of brakemen on passneger train #1-2-3-4, the Superintendent and trainmaster did compel me to perform these duties as a brakemen and then only paid me for the duties of a train porter and classed us as porters after the government railroad administration had classed us as passenger train brakemen during the federal administration under Supplement #12 to General Order #27 and have refused to pay me my back time from Jan. 1, 1918.

Mr. President, I have had this up with the Federal Railroad Administration Division of Labor, Mr. H. P. Daugherty and Mr. W. S. Carter and it was with the understanding that the Division of Labor did instruct the federal manager of the Seaboard Air Line to pay these men for the duties that they performed.

Now, let me say, I have not been paid. Supt. L. B. Burns offered me $62.53 for my time in full. I refused to take it. That was on the 6th day of Feb, 1920. I have a letter from the Seaboard Air Line General Solicitor, Mr. James F. Wright, Norfolk, Va., which reads: "I have considered your claim and have determined that there is no merit to it." Then another letter reads: "Your claim is with the Government and not the Seaboard Air Line."

Most Honored President, in the year 1918 on the first day of January I was in the employment of the Seaboard Air Line when the Government took these railroads over. I have been with the said Seaboard since 1902 performing the duties on passenger trains. Then after the government took over the railroads ~~it~~ I performed the same duties every day on duty. Regularly required to perform these duties by the order of the Superintendent and trainmaster, those of a brakeman as per General Order #27, Pa. 23, Article VI. Supplement #12 to General Order #27 of the federal Railroad Administration.

On the Seaboard Air Line they only paid me $60.00 per month. On $60.00 I had to live on both ends of the road, board myself out of that at Jacksonville, Fla., then take care of my familty at Tampa, Fla. at the high cost of living from 1918-1920. Pay my house rent in Tampa, grocery bill, then board and sleeping bill at Jacksonville, Fla. out of $60.00. At the end of the month I always was $40

to $50. in debt. Then after Supplement #26 came out Mr. L. B. Burns, Supt. put me out of service in debt without nothing to live on after working without anything during the federal administration. Left destitute. Served my government in the rain and cold, not clothes to wear to protect myself when on duty on account of not getting wages to take care of myself. Mr. President, I worked loyally for my government, rendered service in the movement of trains over the road on time as a loyal citizen to my government United States of America and registered voter of Hillsborough County. Will ask you, sir, if you please, take this matter up and investigate it and see why the officials of the Seaboard don't pay me my money. I am sick and in need of my money for support of myself and family. My references are:

Mr. W. J. Windham,
709 Azeele St.,
Tampa, Fla.

Mr. A. W. Borwnes,
Union Station,
Tampa, Fla.

Mr. C.J.Weeks,
Union Station,
Tampa, Fla.

Mr. W. T. McKum,
Union Station,
Tampa, Fla.

Mr. J. B. Mills,
Union Station,
Tampa, Fla.

Mr. C. H. Harvey
Union Station,
Tampa, Fla.

H. R. Higginbotham,
701 S. Boulevard,
Tampa, Fla.

O. L. Beasley,
Union Station,
Tampa, Fla.

R. L. Calhoun
814 Barcelona St
Tampa, Fla.

Roy Leaghton
Union Station
Tampa, Fla.

T. C. Brown,
Union Station,
Tampa, Fla.

C. D. Furman,
220 Hyde Park Ave
Tampa, Fla.

W. W. Stanton
Union Station
Tampa, Fla.

Mr. President, you could write any of these men and they will give you reference to the fact that I, John W. Taylor, did perform the duties of a brakeman, that I had it to do by the order of the Superintendent. Have Mr. H. S. Phillips, Asst. District Attorney for the Southern District of Florida to investigate this at once. Please let me hear from you at once, please, as I am sick and in need of my money to pay my accounts that I made during the time I was at work from Jan. 1, 1918 to Feb. 29, 1920.

I am, your respectfuly servant,

John W. Taylor
1109-3rd Ave.,
Assn. of Train Porters, Brakemen & Switchmen Union
Local #5.

MS

April 15, 1921.

File B-38-11-A

Mr. J. W. Taylor,
1109 Third Ave.,
Tampa, Fla.

Dear Sir:

Your letter of April 4th, addressed to Hon. Warren G. Harding, has been referred to me for attention.

It appears that your contention was fully answered in previous correspondence, and especially in Mr. Daugherty's letter of February 18, 1920, in which you were advised that your duties were covered by Supplement No. 26. Although your claim was based on Supplement 12, which covers brakemen, a review of the file indicates that the management did not concede that you were performing such work, that it was not so understood by the management, and under date of October 4th, 1919, Mr. Harhan, then Federal Manager, advised you that you should only be permitted to perform the duties of porter.

As previous correspondence fully disposes of this matter, I am closing my file on the subject.

Yours very truly,

E. M. a

m

Form G-29

UNITED STATES RAILROAD ADMINISTRATION
DIRECTOR GENERAL OF RAILROADS
OFFICE OF CHIEF CLERK

Referred to Mr Mindlin

For What can we say to him now?

No. 4621 Austell

157180

File #13-18-46 T.

LABOR

Office of Director General of Railroads

Tampa, Fla. April 19, 1921.

APR 25

APR 22 1921

Mr. E. M. Alvord,
Asst. Director General of Railroads,
Washington, D. C.

Dear Sir:

Yours of April 15th to hand, File E-38-11-A, and carefully read. In reference to Mr. Daugherty's letter of Feb. 18, 1920, under file E-38--11 A, it reads: Provision of Supplement #26 covers employes classed as train porters whose duties are those of train porters only. As stated to you, the entire colored train porters situation has been investigated and the instructions have been issued that the train porters under Supplement #12 will be paid in accordance therewith.

First: will call your attention to General Order #27 on Page 23, Article VI. All colored employes performing the same duties as the whites will get the same pay. At that time I was performing the duties of a brakeman and the Seaboard Air Line R.R. Co. was only paying $45.00 per month and my Supt. L. B. Burns said that we colored porters only got a flat raise of $20.00. If it was $20.00 flat raise then why did the Seaboard only give these men $15.00? They were paying me $45.00, then raised me to $60.00. $45.00 per month, then $20.00 raise on the month, would be $65.00 per month. Then, I, John W. Taylor, Chairman on Grievances, took this matter up at once with the Labor board with the understanding that they would take the matter up at once. In Dec. , 1918, I received from the Division of Labor, Supplement #12 to General Order #27. The officials of the Seaboard refused to comply with it and to carry it out. They pointed out in Article 2, Supplement #12, the 8th word "compensation". This word set off, they would tell me, would keep porters out of the pay. Then I took this matter up with Mr. W. J. Harahan, Federal Manager of the Seaboard. Mr. Harahan knew that I was performing these duties and he knew that I was regularly required by the order of his Division Supt. L. B. Burns, on the Florida Division to perform these duties. Mr. Harahan knew that each one of these colored men had been performing the duties of brakemen on passenger trains ever since he came to the Seaboard. He had been over the road too many times in his private car. Mr. Harahan was the General Boss and with the office heheld he had the power to enforce these rulings and to see and know that they were carried out according to rule and instructions and fundamental rights.

2nd: After this Supplement #12 to General Order #27 was not carried out, I at once took this matter up again with the Division of Labor. Then the Labor Division put out Supplement #16 to General Order #27. Passenger Service, Article L, rates of pay for brakemen on passenger train. That was refused and turned down by the officials of the Seaboard Air Line. Then in the month of October Mr. Harahan wrote me a letter stating that we would only

be required to perform the duties of a porter. On the 14th day of the same month Bulletin #2146 was put out by Mr. L. B. Burns, Seaboard Air Line Supt. of the Florida Division, stating the same. Then Mr. Burns. Supt., required these men to flag all railroad and city crossings and to help set off cars and couple steam hose, load express, and know to flag a railroad or street crossing. You can't do this without giving a hand or light signal, as per Supplement #12 to General Order #27, for the movement of trains and the protection of public traffic. It takes a well experienced brakeman to be a passenger train brakeman in the South. I have been at this work on passenger trains 20 years and I know just what it takes.

3rd: After I, John W. Taylor had taken up this matter and the grievances so heard with the Federal Manager and the R. R. Administration, Division of Labor, then Supplement #26 to General Order #27 came out, dated Jan. 12, 1920, effective Nov. 1, 1919, concerning passenger train porters, rates $85.00 per month on 8 hour basis of 240 hours or less, one month's work and 35% per hour over time. Now, on the S. A. L. passenger trains from Tampa to Jacksonville, schedules as follows: #2, 9 H. 45M. #1, 9 H. 15 M. #4, 8 H. #3, 8 H. 50 Min. Article III, Supplement #26 to General Order #27, the minimum rates and all rates in excess thereof as herein established and higher rates which have been authorized since Jan. 1, 1918, including General Order #27 shall be preserved. Porters temporarily are permanently assigned to higher rated positions shall receive the higher rates while occupying such position. Porters temporarily assigned to lower rated positions shall not have their rates reduced.

Mr. Alvord, when Mr. Burns, Supt. of the S. A. L., required me to perform the duties, have the officials then assigned me to higher positions or did he not? They class us as porters only; then when they compell me to perform any duties outside that of a porter then I have a right for pay on demand fundamental rights by the oragnization constitutional body division of labor and the power of the United States R. R. Administratrion. The Seaboard has not paid me my back time and why they won't pay me that have put me out of service without a cause to do so, then won't pay me my back time.

Mr. M. J. Caples, Vice President of the Seaboard, Norfolk, Va. said that this does not concern the Seaboard. N.B. the railroads were to pay me up to the time they put out bulletin #2146 up to date for passenger train brakeman. Mr. Alvord, as you said in your letter that the management did not consider that you were performing such work that it was not so understood by the management. Mr. Alvord, the Seaboard are due me back time from Jan. 1, 1918 to Oct. 30, 1919, then back time from Nov. 1, 1919 to Feb. 29, 1920. Jan. 1,1918 to Oct. 30, 1919 -- on account of

brakeman, Nov. 1, 1919 to Feb. 29, 1920 for the duties of a porter. Mr. Alvord, I performed these duties and I could prove the same that I did perform these duties of a brakeman and I will ask you please have the Seaboard to pay me at once. If not I will become compelled to take it before the U. S. Court.

I am your respectful servant,

Jno. W. Parfor

1109-3rd Ave.

1109-3rd Ave.
Tampa, Fla.

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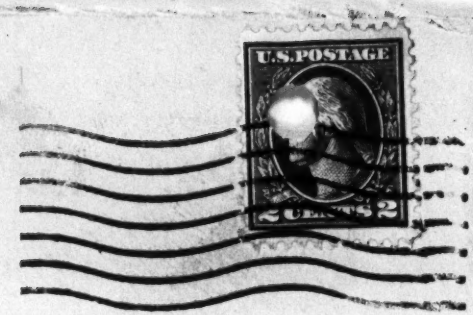


Mr. E. M. Alvord,

Asst. Director General of Railroads,

Washington, D. C.

file

E38-18
Apr 17

April 15, 1921.

File E-38-11-A

Mr. J. W. Taylor,
1109 Third Ave.,
Tampa, Fla.

Dear Sir:

Your letter of April 4th, addressed to Hon. Warren G. Harding, has been referred to me for attention.

It appears that your contention was fully answered in previous correspondence, and especially in Mr. Daugherty's letter of February 18, 1920, in which you were advised that your duties were covered by Supplement No. 26. Although your claim was based on Supplement 12, which covers brakemen, a review of the file indicates that the management did not concede that you were performing such work, that it was not so understood by the management, and under date of October 4th, 1919, Mr. Harhan, then Federal Manager, advised you that you should only be permitted to perform the duties of porter.

As previous correspondence fully disposes of this matter, I am closing my file on the subject.

Yours very truly,

E. M.

See Labor file
E38-11 A
S. A. L.

file
5

E38-11.a
Seaboard Air Line

April 30th, 1921.

Dear Sir:

In reply to your letter of April 29th, 1921, I beg to advise you that the facts in your claim as train porter are identical to those in several train porter claims which were recently filed with the Seaboard Air Line, at Norfolk. Those cases were tried in court, and a verdict was returned for the Government. Your claim, therefore, in this instance, must be declined.

Yours very truly,

E. M. G.

Assistant to the Director General.

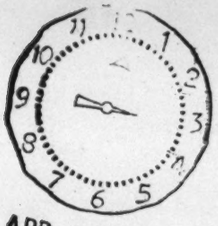
Mr. John W. Taylor,
1109 Third Avenue,
Tampa, Florida.

AW/L

Form G-18

FILE No.

Office of the Director General of Railroads



APR 29 1921

UNITED STATES RAILROAD ADMINISTRATION

DIRECTOR GENERAL OF RAILROADS

SUBJECT: John W. Taylor - Porter S. A. L. RR.

April 29, 1921.

MEMORANDUM for Mr. Stoll:

Referring to the attached file:

I don't see tht we can change the position that we have taken all along in this case, with the exception of Mr. Daugherty's letter of August 20, 1919, in which he stated that the Regional Directors had been instructed to pay these porters under Supplement No. 12 if they are required to do brakemen's work. This was probably based upon Mr. Tyler's instructions to all Regional Directors under date of April 7, 1919, from which quote the following paragraph:

> "It has been understood in certain regions that on trains having white brakemen or white flagmen and a negro porter, the porter should be paid only the porter's rates. This is proper providing the porter is not required to perform <u>any</u> of the duties of a brakeman. If he is required by orders of the management to perform the duties of a brakeman, notwithstanding there may be other brakemen or flagmen on a train, he should be paid the brakemen's rates."

Under date of April 14, 1920, Mr. Larue Brown of the Division of Law wrote Mr. S. R. Prince of the Southern Railway in regard to the train porter situation from which I quote the last two paragraphs:

> "It is our opinion that in equity nothing is due from the Railroad Administration to these men. Supplement 26 was made by the Director Gen eral upon the representation that it would put an end to this class of claims, and it was made retroactive to November 1, 1919, and to that date only, in order to clear up the situation. In view, however, of all the circumstances, you are authorized, in cases where a showing can be made which satisfies you that the claimant in fact did perform with regularity the more important of the duties referred to in Supplement 12, to settle such claims by paying a sum not greater than the difference between the wages actually paid and those which would have been earned had the scale set by Supplement 26 been in effect during the period between January 1, 1919, and the date upon which instructions were issued on the various divisions that train porters should no longer perform the duties of brakemen.
>
> Cases which do not fall within the foregoing description, or in which a settlement on these terms cannot be made, should be allowed to take their course." (File E-38/18/17).

Of course, the first quotation above, that of instructions to Regional Directors, was put out before the issuance of Supplement No. 26, while the letter was written to Mr. Prince of the Southern Railway after the issuance of Supplement No. 26. Therefore, from all I have read in connection with the development of this matter up to th point where Supplement No. 26 was issued on January 12, 1920, and made retroactive to November 1, 1919, it seems that the following excerpt from Mr. Code's letter to Mr. Alvord under date of Dec. 17, 1920, file E-38-11-A, with reference to a number of train porters on some of the southern roads, briefly sums up not only the situation but also the proper policy to be adopted in such cases:

> "This complaint is a request to apply classification of brakemen to employes known as "train porters", whose principal duties are not those of brakemen and whose performance of any of the duties of a brakeman is only incidental.
>
> Suitable and generous increases were made in their compensation by the application of Supplement No. 26, January 12, 1920, retroactive to November 1, 1919, and they are not entitled to any further consideration. Claim should be denied."

The mix-up occurs in the minds of these porters for the reason that they rightly believed, in view of instructions issued to the Regional Directors by Mr. Tyler, that if they were doing any of the duties of brakemen they were entitled to brakemen's pay under Supplement No. 12. I find quite a number of letters written by the Division of Labor telling these porters that instructions had been issued to the Regional Directors to pay them in accordance with Supplement No. 12 if they did brakemen's work. This train porter situation was a pressing one for a while and quite a great deal of misunderstanding arose in the minds of the porters after the issuance of supplement No. 12 and Supplement No. 26. You will note from the letter to Mr. Prince, quoted on first page, that it is not now the intention to pay these men under Supplement No. 12 even if the did perform with regularity some of the more important duties of referred to in Supplement No. 12, but that they should only be paid the difference between what they were paid and what they would have received had Sup. 26 been in effect - and that only from Jan. 1, 1919, to the date they were instructed not to perform brakemen's work. It is plain therefore that at best all these men can claim is the provisions of Supplement No. 26.

It is my thought, therefore, after again going over this matter very thoroughly that all we can do is to tell Taylor that our letter of April 15 represents our final policy in this matter and let the matter take its course as above instructed by Mr. Brown, unless you want the legal division to take up with him in an effort to make a compromise settlement as authorized in the case of the train porters on the Southern Railway.

I have prepared a letter to Taylor in the event you do not care to hndle differently.

J. L. Mindling.

Form G-29

30

UNITED STATES RAILROAD ADMINISTRATION
DIRECTOR GENERAL OF RAILROADS
OFFICE OF CHIEF CLERK

Referred to Mr Mindling

For I think this was answered.

No. 6/30/21 A. W. Stoll

6/30/21 (E35-11)

June 17, 1921.

for Mr. Ward:

Please note the attached letters from J. W. Taylor with files covering his claim for wages in connection with porter-brakeman case.

You will note that Taylor contemplates bringing suit and the matter is being referred to you for such attention as you deem necessary.

It will be appreciated if you will let me know just what you do in the matter with the return of the file.

A. W. Stoll.

AW:IVM

Form 13
5-12-20 500M C26406

DIRECTOR GENERAL OF RAILROADS
JUN 23 1921

SEABOARD AIR LINE RAILWAY COMPANY

159305

Tampa Fla
6/20-21

Mr E.H. Aloord
Assis Director gen of Railroads
Washington DC

Dear Sir Some time a go a bought
10-or 12 days a go i Riten ya a letter
Con and answer to your letter 4/30-21
" my book time that the S.A.L Due
Me. Mr Aloord this is my money that I
am after. Remember I call your attention
Sir to the fact that the Said S.A.L have
not Payed me nothing at all i am
asking and demanding a settlement
at once of the S.A.L.
I did Some addition
at once if you Please not the Duties
of a Porter I do the duties of a brakeman
and not a Porter. the Porter Part have
Been Settle. i am now after Back time for
the Duties of a brakeman. a wait on your
Reply at once Please very truly
John William Taylor
1109-B-ave

160533

File # G 10-11-7 W T

Tampa, Fla. July 27, 1921

DIRECTOR GENERAL OF RAILROADS
AUG 1. 1921

Mr. Davies,
Director General of Railroads,
Washington, D C

Dear Sir:

I, John W. Taylor, have been in the employment of the Seaboard Air Line from the year 1901 to February, 1920, when I was dismissed out of service by Supt. L. B. Burns on account of working on this back time and for something to live on at the high cost of living and being a representative at Washington. Mr. Davies, I sent to Washington to the Division of Labor affidavit to Mr. H. P. Daugherty, Asst. Dir., which was signed by the conductors and engineers on the Florida Division of the Seaboard Air Line. They did witness that I performed the duties of a brakeman as per supplement #12 to General Order #27. The names of the conductors and engineers who signed were:

Conductors: W.W.Stanton, R.L.Cathorne, H.R.Higginbotham, W.L. Hurstman, C.A.Marks, A.L.Besley.

Engineers: J.B.Mills, R. Lighton, T.U.Brown, J.H.Haven,

Please look up this affidavit or write any of the conductors or engineers at Tampa, Fla. c/o Union Station. Mr. Davies, I lost my health on the Seaboard on account of not enough to live on and protect myself in the cold out on the road and having been dismissed out of service with nothing to go on; neither have they paid me any back time at all, so I ask you sir to take some steps on this at once. I want a settlement, if you please.

I am, your servant,

John W. Taylor

1109-3rd Ave.

Tampa, Fla. May 31st.1921 Hop

Porter Arthur Watson

Address Tampa Union Sta

This is to advise that effective July 1st.1921 this Company will no longer consider that it is governed by the provisions of Supplement 36 to General Order 27., dated January 13th 1920, and issued by the United States Railroad Administration.

L B Swim

Superintendent.

1 2250
Ken

File #21-11-3 E

DIRECTOR GENERAL OF RAILROADS
SEP 26 1921

Tampa, Fla.
Sept. 21, 1921

Mr. James C. Davies,
Dir. General of Railroads,
Washington, D. C.

Dear Sir:

On July 27th, 1921, I wrote you a letter under File #g-10-11-7 W. T., account back time that the Seaboard Air Line owe me for services I rendered on that line. from Jan. 1st, 1918 to February, 1920 under Federal operation.

In my letter I asked you to look up an affidavit that I sent to the Railroad Administfation to Mr. H. P. Daugherty, Asst. Dir. , signed by the conductors and engineers of the Seaboard Air Line R. R. Not one word have I heard from you. I have a letter from Mr. James F. Wright, General Solicitor of the Seaboard Air Line R. R. in which he states that there will be no use for me to write the Railroad Administration, that they would not pay any attention to it.

Mr. Davies, if you will take no steps in this matter please write me and let me know at once so that I can take some other steps in the matter at once.

Awaiting your reply at once, I am,

Your servant,

John W. Taylor
310 S. Nebraska Ave.,
Tampa, Fla.

E38-11a

September 30, 1921.

Dear Sir:

Replying to your letter of September twenty-first, requesting return of an affidavit signed by conductors and engineers of the Seaboard Air Line Railroad, which, you state, you forwarded to Mr. H.P. Dougherty, former Assistant Director of the Division of Labor:

I regret to advise you that a very careful search of our files fails to disclose such affidavit, and it is therefore assumed that it was not received by Mr. Dougherty, or has been returned to you.

In reply to the last paragraph of your letter, I can only call your attention to information which has already been given you, that there is nothing further that the Administration can do in this matter.

Sincerely yours,

James C.Davis

S

Director General.

Mr. John W. Taylor,
310 South Nebraska Avenue,
Tampa, Florida.

JLM:IVM

2

July 11, 1922.

for Mr. McLaughlin:

Next attached you will find letter from John W. Taylor, 310 S. Nebraska Avenue, Tampa, Florida, relative to back pay alleged to be due him for services rendered the Seaboard Air Line Railway during the period of Federal control, and stating that although check was issued him and forwarded to J. L. Long, Mutual Building, Richmond, Va., that he has never received same. He further states that he has signed no release and never employed this lawyer to represent him.

As the adjustment of these claims was handled by your office, the letter from Mr. Taylor is being referred to you for such attention as you deem necessary.

E. M. Alvord

JWG:AWS MA

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DIRECTOR GENERAL OF RAILROADS
NOV 30 1921

Tampa, Fla. Nov. 22, 1921.

Mr. James C. Davis,
Dir. General of Railroads & Agent of the President,
Washington, D. C.

Dear Sir:

Yours of Sept. 30th, 1921, to hand. It was carefully read and I noted every word you said. Mr. Davis, as your letter of Sept. 30th read:

"Replying to your letter of Sept. 21st, requesting return of an affidavit signed by conductors and engineers of the Seaboard Air Line Railroad, which you stated you forwarded to Mr. H. P. Daugherty, former Ass. Dir., of the Div. of Labor, I regret to advise you that a very careful search of our files fails to disclose such affidavit and it is therefore assumed that it was not received by Mr. Daugherty, or has been returned to you. In reply to the last oaragraph of your letter, I can only call your attention to information which has already been given you, that there is nothing further that the administration can do in this matter.

Sincerely yours,
J. C. D., Dir. Gen."

Mr. Davis, in reply to your letter I will say: May it please your honor, the affidavit that I sent to the Railroad Administration never was returned to me, that was signed by the conductors, W. W. Stanton, H. R. Higginbotham, R. L. Calhoune, O. L. Beasley, W. L. Huntsman, C. A. Markes. Engineers: Laighton, J. B. Mills, J. H. Haven, T. U. Brown, all main line men from 12 to 20 years in the service of the Seaboard Air Line. Mr. Davis, I have letters for the receipt of the affidavit that I sent in to the Railroad Administration under file # E 38-11-A, dated Oct. 20, 1919, signed by H. P. Daugherty.

File #38-11-2, 6/7/19, signed by J. A. Franklin, acknowledged the receipt of the affidavit that they received from me, signed by myself and others, and these affidavits never have been returned to me and neither have I asked for their return in my letter of Sept. 21, 1921. Mr. Davis, I asked you to look up this matter, as I would like to know why Supplement #12 to General Order was not carried out according to the constitutional provision of the United States Railroad Administration and power of the U. S. government guarantees fundamental rights and power that was given to the Railroad administration by the U. S. Senators and Congressmen.

General Order #27-Pa. 23, Article VI, Supplement #12 to General Order #27, Supplement #16 to General Order #27 classed these men as passenger train brakemen. The railroad officials refused to carry out these supplements #12-16-26 to General Order #27 of the federal railroad administration. Supplement #26 classed

these men as train porters at $85.00 per month and overtime. 240 hrs. The S. A. L. has only paid them for 200 hrs, only, per month. Mr. Davis, under Supplement #12-16 to General Order #27 I am holding the Railroad Administration for a settlement according to the contract of Supplement #12-16 to General Order #27. Mr. Davis, the railroad has not paid me anything under Supplement #12-16-26 to General Order #27. Mr. Davis, I ask you please, your honor, to take this matter up at once. I will not let it go until I am paid up in full according to supplement #12-16 to General Order #27. Mr. Davis, it seems like it is impossible to get any of the railroad administrators to consider this matter at all. Mr. Davis, please your honor, I was in the employment of the government when I made this time with the Seaboard Air Line, so I ask you please at once to have the Seaboard Air Line Ry. to settle with me at once, if you please. I ask this for the service that I rendered to the Seaboard under federal control, Jan. 1, 1918 to March 1, 1920.

Awaiting your reply at once, I am,

Your servant,

John W. Taylor

310 South Nebraska Ave.,
Tampa, Fla.

4
5

December 8, 1921.

Dear Sir:

This will acknowledge receipt of your letter of November 22, 1921, regarding back pay alleged to be due you for services rendered as brakeman on the Seaboard Air Line Railroad during the period of Federal control.

You are, of course, aware of the fact that this office has from time to time advised you that there was nothing further which could be done in respect to this claim. The position of which you speak of yourself as occupying was at that time quite general over the railroads of the country, there being numerous claims filed by porters from different carriers under the control of the Administration.

This condition was brought to the attention of the Director General personally and as a result of his investigation of the conditions surrounding this class of employes, Supplement 26 to General Order 27 was specifically issued to adjust any inequalities that might exist under the working conditions of porters in general. The Supplement in question was supposed and understood by the Administration to adjust and compensate for all such differences as had theretofore arisen from situations analogous to your own, and furthermore was considered to have abrogated any and all claims of this nature then existent and before the Administration. Therefore, as we have previously advised you on some several occasions, that there is nothing further under the wage orders that can consistently be done, we are at somewhat of a loss to understand why this claim should be continually kept before us.

After again thoroughly reviewing the entire submission, together with all correspondence submitted by yourself, I am compelled to advise that there is nothing that under the wage orders we can consistently do in this matter further than that of which you have already been advised and therefore this matter must be considered as finally closed so far as this office is concerned.

I am returning herewith affidavits submitted by you bearing indorsement of several conductors and engineers together with those attested by Julia Weckler under date of August 26, 1919, and April 6, 1920.

Very truly yours,

James C. Davis

Director General.

Mr. John W. Taylor,
310 South Nebraska Avenue,
Tampa, Florida.

JWG:IVM

[redacted]

COLORED TRAIN PORTERS.

HOLT, W. W.

SUBJECT: APPLICATION OF SUPPLEMENT 12 TO TRAIN PORTERS ON THE GS&F RAILWAY

Volume No. _____

From _____

To _____

DIVISION OF LABOR
ICC BUREAU OF RAILROADS

198907

VEW

DEPARTMENT OF LABOR

OFFICE OF THE SECRETARY

DIVISION OF CONCILIATION

WASHINGTON

February 12, 1927

DIRECTOR GENERAL OF RAILROADS
FEB 14 1927

Director General,
U. S. Railroad Administration,
Washington, D. C.

Dear Sir:

The enclosed communication appears to have reference to a matter coming within the jurisdiction of the Railroad Administration and is respectfully referred to you for attention and reply.

The writer has been advised of this reference.

Very truly yours,

H. L. Kerwin

H. L. Kerwin,
Director of Conciliation

C/b
Enc. (1)

Condo

W. W. HOLT
R. F. D. 6
Tifton, Ga.

RECEIVED
ASSISTANT SECRETARY
FEB 12 1927
OF LABOR

Feb. 10the 1927

RECEIVED
CHIEF CLERK
FEB 12 1927
DEPARTMENT OF LABOR

Mr. Sec'ty of Labor.
Washington D. C.

My Dear Sir.

I wrote you sometime ago inregards of the Claim that the Goverment, or the Georgia. Southern & Florida Rwy. owes me for Passenger Brakeman. in the time of the great world War. I have not been able to heat from you.

Mr. Sec'ty it seems to me if the Southern Road & the G.S.& F. R.R. Can give Bonus to the Employee for 2 years they could Pay we train Porters for Duties Prefrom as Passenger train Brakeman, or Passenger in time of the great world war. or the G.S.& F. R.R Mr Sec'ty will you Please tell me what became of the money that was set a side for the G.S.& F. Porters From the Government. we have never Received it. all as yet. I dont think is a fair Deal to take a man Earning that he Labor for.

Hoping to hear from you
Inregards of my Claim.
Yours Respectifully
W. W. Holt

Cons

198341
WEW

W. W. HOLT
R. F. D. 6
Tifton, Ga.

Nov. 3 - 1926

DIRECTOR GENERAL OF RAILROADS
NOV 7 1926
NOV 5 1926 CLERK, DEPARTMENT OF LABOR
NOV 5 1926 ASSISTANT SECRETARY OF LABOR

Mr. Secty of Labor.
Washington D.C.

My Dear Sir:

I would be please if you would take up a Claim for me And see if you can get it Settle. I have tied Every way to get my Earning that i have work for. In time of the great World War. I was working for the G S & F. Ruy Co. as a Passenger train Brakeman. And the Manggers faie to Pay me Brakemen Pay for Service I render as Passenger train Brakeman from Jan. 1ist 1918. to Aug. 1ist 1919. I was force to Carry out Enterts Supple-ment 12. to General Order #27. Article 6. Some one have Defrauded me out of my Earning. the Government Or the Raie Road Official owes me $1800.00 for Labor. Please see if you can get il for me. I will Pay you what Ever you Charge for your Trouble. Hoping hear from you by Return Maie. Yours Respectifull W. W. Holt

B/M

8/13 - a reply to this is useless as this will never go to court for claimants behalf so advise him to refund the fee in full & inform him of the futility of such correspondence

ADM L

U.S. RAILROAD ADMINISTRATION
RECEIVED
AUG 13 1926
DIVISION OF LAW

Atlanta Georgia
Aug-11-1926

Mr. A.A. McLaughlin
Claims Solicitor of U.S R.R.
Washington D.C.

Dear Sir:

I have been advise to state to you the nature of my Claim. As you have stated in your Letter that my Claim was not a Valid one. Mr. McLaughlin. I was hire as a Freight train Brakemen. Stood the Examination Sept 1ist 1911. for Brakemen. As the Book of Rule required. i Served as Freight train Brakemen for 6 years. than i was Promoted as Passenger train Brakemen. The Stand-And, Rule Book dont Specify but One Class of Porters And are Pullman Porters. When the world war was Declared And the Goverment take Over the Rail Roads i was Descrimanated in Pay. Performing Duties as a Passenger train Brakemen. I was force to Carry out the Extreme General Order #27. Article 6. & taken out Liberty Bonds to help win the world War. My Duties On Passenger train was to Couple & Uncouple Engine Steam Hose Air Hose & Signal Hose. & test air. On trains give Proper Signal By Day & night & do the Proper Flagen by Day & night. On the Heads.

End of trains. My Pay was Only $69.00 + 70.00 Per month when i Should have Received $112.00 + $152.00. + 180.00 Per month. I Run out Macon to Valdosta Run out Macon to Jacksonville Fla. Macon to Valdosta 152. Miles Macon to Jacksonville 262 Miles. Mr McLaughlin. this Can be Proven it is true. by Several People. this the Facts About my Claim, Iam Not asking you for Damage from the G.S.+F. R.R. Iam asking you for my Earning which is Legal. I have the Transportation Act that was Pass in Feb. 1920. 206. if they Owe. me $67.70 than they Owe me the Whole Amount. that what iam Asking for. I didnt have to Sue for my Labor. that i have work for, I have tried to get my Earning Every Since June 1st 1918 up untile this Present time. Iam in Possesion of Letters on file for 7 years. Iam a Free Born American Citizen I Pay State + County taxes. + dont See why i Should Not be treated Right as Any other Person. Who is free Born,

I Remain

Yours Respectifully

W. H. Holt.

R.F.D. 6

Tifton Ga Tift Co

B Stall, ~~[illegible]~~ seem
Have a file on this
matter
Peterson

July 19, 1926.

Dear Sir:

I have your favor of the 16th inst., advising that you are giving me 90 days to determine whether to pay your claim.

It will be unnecessary for you to wait that long in taking such action as you think proper, as we have long since determined, and have long since advised you, of our determination to decline to pay your claim for the reason that we have no legal right to do so.

You have allowed your claim to become barred, and having allowed same to become barred, we are without any authority or right to make you any payment.

We are also of opinion that you never had a valid claim. We proposed to pay you a small amount, as we did others in like situation, to adjust the claim and avoid litigation, giving you the benefit of the doubts involved. Since you declined to accept settlement on the basis proposed and allowed your claim to become barred, we are now without any right to make you any allowance.

I hope you suggest bringing suit, but you are advised that the government cannot be sued without its consent and its consent to be sued in matters of this character, is contained in Section 206(a) Transportation Act 1920. Consent given therein expired February 28, 1922 and for more than four years there has been no right to bring a suit against the government on account of such matters.

We have tried to explain the situation to you so that you would understand that we cannot make you any allowance and that you cannot bring a suit, but if you are still not satisfied as to such matters, it will be necessary for you to take such course

as you deem proper.

We are closing our files in this matter and will not feel justified in replying to any further inquiries.

Very truly yours,

General Solicitor.

AAM:W

Mr. W. W. Holt,
R. F. D. #6,
Tifton, Georgia.

R[illegible]6.

Tifton G A.
July 16th, 1926.

Mr A.A. McLaughlin.

General Soliciter.

Washington D C.

Dear Sir:

I acknowledge receipt of your Letter on the 10th inst. Will say to you that i have been mistreat about my Claim this claim have been on hand for 8 years, if you look in the Director General Officers you will find my claim on hand June Ist, 1918. Therefore i had no right to sue for my earning.

Mr A.A. McLaughlin I have did every thing i could to get the right SSettlement from you all it looks as i will have to go to the Courts for Justie. My Dea is that i have been Defrauded out of my earning that i work for. So i will give you 30 days to decidewhat you are going to do about my Claim.

Yours Ressfully.

H H Holt

RFD#6
Tifton
Ga

B Mitchell

July 10, 1926
115-2

Dear Sir:

I acknowledge receipt of your favor of the 8th inst. I do not have the name of the attorney who pretended to represent you in the settlement pursuant to which voucher for $67.70 was delivered to you.

I have before me, however, your letter of April 25, 1922 returning said voucher. You stated in your letter that you made no agreement with the Superintendent of the Georgia, Southern & Florida Railway Company nor with any one else at any time to accept $67.70 in full payment for your claim.

Your letter and the statement therein were sworn to before a Notary Public of Bibb County, Ga.

I wrote you on May 1, 1922 acknowledging receipt of the letter and return of voucher, and advised that voucher was being cancelled. Since no settlement had been made with any one having authority to represent you before the running of the statute on March 1, 1922, no further consideration could be given to your claim.

In such letter you were advised fully as to our position and that we cannot lawfully make you any allowance since no suit was brought and no settlement made before March 1, 1922.

Further correspondence in this matter will be useless as there is nothing we can lawfully do in the premises.

Respectfully yours,

AAH:tad

General Solicitor

Mr. W. W. Holt,
R.F.D. No. 6,
Tifton, Ga.

115-2

R F D #6.

Tifton G A.

July 8th, 1926.

Mr A.A. McLaughlin

General Solicitor

Washington D C.

U. S. RAILROAD ADMINISTRATION
RECEIVED
JUL 10 1926
DIVISION OF LAW

Dear Sir:

Will you kindly give me the name of the Attorney & his Address of the Gentleman that settle a $1800.00 claim for $67.70.

I will say to you that thestatute of the Limitation of the Transportation Act do not debar a person from his earning that he was force to work for, there is no statute of Law that ever were pass to debar a person from his Labor.

All i want is my right pay me for my Labor that mine & no one else. This claim have been on hand for 8years i think it is time for a settlement.

Yours Respectifully.

H. H. Holt

H.H.H
RFD.#6.

NW Stall

June 30, 1926.

Dear Sir:

I acknowledge receipt of your favor, erroneously dated July 28, 1926, addressed to Mr. James C. Davis, Director General of Railroads, in reference to your claim.

You are advised that Mr. Davis is no longer connected with the Railroad Administration. You are advised also, that our file discloses Mr. Davis, when Director General, repeatedly held that your claim was barred by Section 206(a) of the Transportation Act 1920 and could not be given consideration. There was, as we supposed, a settlement of your claim, with a gentleman assuming to act for you as your attorney, and a check was issued for the amount agreed upon. You, however, repudiated the settlement, stated the attorney was not authorized to represent you, and refused to accept such amount. In view thereof, the check issued was cancelled, and in view of the running of the statute of limitations, the Director General ceased to have the power or right to make you any allowance. He cannot now make you any allowance, and must, therefore, again decline to do so.

Very truly yours,

General Solicitor.

AAH:MW

Mr. W. W. Holt,
Tifton, Ga.

RFD #5.

UNITED STATES RAILROAD ADMINISTRATION

JAMES C. DAVIS
DIRECTOR GENERAL OF RAILROADS AND AGENT OF THE PRESIDENT

WASHINGTON

DIVISION OF LAW
A. A. McLAUGHLIN, GENERAL SOLICITOR

June 30, 1926.

Dear Sir:

I acknowledge receipt of your favor, erroneously dated July 28, 1926, addressed to Mr. James C. Davis, Director General of Railroads, in reference to your claim.

You are advised that Mr. Davis is no longer connected with the Railroad Administration. You are advised also, that our file discloses Mr. Davis, when Director General, repeatedly held that your claim was barred by Section 206(a) of the Transportation Act 1920 and could not be given consideration. There was, as we supposed, a settlement of your claim, with a gentleman assuming to act for you as your attorney, and a check was issued for the amount agreed upon. You, however, repudiated the settlement, stated the attorney was not authorized to represent you, and refused to accept such amount. In view thereof, the check issued was cancelled, and in view of the running of the statute of limitations, the Director General ceased to have the power or right to make you any allowance. He cannot now make you any allowance, and must, therefore, again decline to do so.

Very truly yours,

AAM:MW

General Solicitor.

Mr. W. W. Holt,
Tifton, Ga.

RFD #6.

Copy #1

197453

RFD#6
Tifton GA.
July 28th, 1920.

Mr James C Davis.
Director General of United States Rail Roads.
Washington DC.

E35-11A

My Dear Sir:

I am in receipt of a Letter from Mr H W Miller Vice President. of the Southern Rail Way System stating that my Claim is entirely up to you.

Mr Davis. I would like to know what you are going to do about my Claim, as i havenever attempt to Sue for my Labor. Thinking that you would pay this Claim without a Law Suit. My Claim have been on hand for 8 years I am asking you for a Settlement without going in to a Law Suit if you please

Yours Respectfully.

W. H. Hall

DIRECTOR GENERAL OF RAILROADS
11 12 1 2 3 4 5 6 7 8 9 10
30 19

R.F.D. #6.

Tifton. Ga.
January 7th 1926.

Mr. James C. Davis.
Director General of U.S. Rail Roads.
Washington. D.C.

Dear Sir.

I am in Receipt of a Letter from Mr. F.H. Miller, Vice President of the Southern Rwy. that my Claim is Entirely in the Hands of Yours. Mr. Davis. I would like to Know from you if you Please. Are you going to Settle My Claim or You not, that I worth hard for. All I wants is mine, that I Have Earn. & Justic.

Hoping hear from you by Return Mail.

Yours Respectifully

W. W. Hall

157044
DIRECTOR GENERAL OF RAILROADS
E38-11A1
JAN 11 1926

December 11, 1925.

Dear Sir:

This will acknowledge receipt of your letter of the 7th instant, addressed to the Director General, requesting the name of the Southern Railway official with whom we communicated in connection with your claim.

Beg to advise that Mr. H. W. Miller, Vice President of the Southern Railway System, Washington, D. C., is the person to whom the voucher in the amount of $67.70 was returned. If you wish any information pertaining to that particular voucher, would suggest that you communicate with Mr. Miller.

Sincerely yours,

A. W. Stoll.

Mr. W. W. Holt,
R. F. D. No. 6,
Tifton, Georgia.

AWS/mcf

R.F.D # 6

Tifton. Georgia. Tift Co.
Dec 7- 1925

Mr. James. C. Davis.
Director General. of. U.S. Rail Roads.
Washington. D.C.

Dear Sir:

A Word of Information from you if you Please. Wil you give me the Name of the S.S.&F. Official. or the Southern Official whom Settle my Claim with you, Claim by me as Passenger Train Brakeman. from June 1st, 1918. to Augt-1st, 1919. For the Amount of $67.70. —— I ask of you if you Please. Furnish me that information by Return Mail. I oblidge.

Yours Respectifully
H. W. Holt,

Mr. Davis. All i want is what i have Labored for. I am in need of it. i did the Work & I am entitled to Pay as much as the Other Employee that Work in the Capacity as i did. as Brakeman or Flagman.

Respectfully Refer to
FILE
RECEIVED
NOV 19 1925
RECEIVED
NOV 19 1925
RECEIVED
NOV 19 1925

See that i get Justic. I Appeal to you for Justic in this Case. this Claim have been on Hand for 7 years. I am writing to you Showing you how i was treated After Performing my Duties as Passenger train Brakeman. Under the Federal Control of Rail Roads, if the Goverment have Paid the G S & F. Rail Road Or the Southern Rail Road, for the Operating in the time of the World War, the Managers have fail to Pay me.

Hoping you will Please take this Claim up with Some One that will have it Paid,

Yours Respectifully

W. H. Holt.

R.F.D. #6

Tifton, Ga

Tift Co

191758

Tifton G A.

October 9th; 1925.

838-11A

Mr James C Davis.

Director General of Rail Road.

Washington D C.

Dear Sir; I am Instructed by the Authorities of the Laber Board to take my Claim up with you again for Ajustment for which the Government owes me for duties i perfom as a Passenger Train Brakeman under the Federal Control of R R. I am in preceit of a Letter where you and some of the Official of the Southern R R settle my Claim without my Authority for $67.70. I have tried to cometto some kind of a Greement but have fail to do so; There have never benaa National Law where aPerson should be Defrauded out of his Labor.

Mr. Davis, I have been waiting on you for 4 years for Adjustment and you have fail to do any thing; so i will take my case to the Federal Court for Adjustment.

Yours Respectifully.

W. W. Holt

OCT 12 1925

Tifton.G January.4.th, 1925.

Mr James C Davis. Director General of U.S.R.R. 191164

Washington DC.

Dear, Sir ,

I, wrote you some time a go Concerning my Claim I held against the G.S& F.R R. under the Federal Control of R R for service i render as Passengre Traain Brakeman from January Ist 1918 to AugustIst 1919. this claim have been on hand for 6 years i would like to get some Adjustment in thi case of which i have work for, i am due pay for my Labor that i earn,

Hoping to hear from you at & early date.

Yours Respectifully.

W H Holt

RFD #1

DIRECTOR OF RAILROADS
JAN 5 1925

FILED
E. H.

R.F.D. #1

101117

Tifton, Ga
Tift Co.
Dec. 29-1924.

Mr. James C. Davis.
Director General of R.R.
Washington D.C.

Dear Sir.

I have been instructed to take my Claim up with you again for adjustment, this Claim of mine have been on Hand for 6 years, I wice compromise with you for $900.00 Nine Hundred Dallars For Service as a Passenger train Brakeman on the G&F R.R. From Jan. 1st 1918. to Aug. 1st 1919. Under Federal Control of Rail Road.

I have never made any
Settlement - Either Authorize Any
One Else to do So. I am Still
Holding a Photograph of the
Voucher you Sent me for a
Settlement. $67.70. of which
I Refuse, If there are $67.70
From June 1st 1918. to Augt 1st 1919
Than there are 19 times $67.70
that I am Due. Please Advise
at once, As I have been
waitting ~~on~~ for 6 Years ~~on~~
for Adjustment,

I am wishing you
A Happy New Year + much
Success Through Life,
Hope you will do unto me as you wish
done too.

Yours Respectfully
H. H. Hoel

FILE
E.H.

July 15, 1924.

Hon. Harlan F. Stone,

Attorney General,

Washington, D. C.

Dear General:--

The communication addressed to you by W. W. Holt has reference to a claim made by him for additional compensation during a portion of the period of Federal control. Mr. Holt was employed as a colored porter on the Southern Railroad, and claims that, in addition to his duties as porter, he performed some services as brakeman. There were a large number of claims made by porters in the same situation that Mr. Holt was in. The Railroad Administration always denied any liability, but did make an adjustment with most of these porters, who were represented by attorneys, and offered the same adjustment to Mr. Holt's attorney that the other men in his position accepted. Holt declined this offer.

In the meantime, the claim has long since been barred by the statute of limitations provided for in Section 206 (a) of the Transportation Act.

Holt has written a large number of letters, among others to Senator Lodge, of Massachusetts; Senator Harris, of Georgia; Congressman Upshaw, of Georgia, and finally to the President. With a great deal of

patience I have replied to all of these letters, stating the exact situation, and why at this time I cannot offer Mr. Holt any relief.

I am returning the letter addressed to you with this explanation. I am reluctant to write Holt further in this matter, as he has had many detailed explanations, and a definite refusal to consider his claim.

Yours truly,

Director General.

JCD-EH.

FILE
E. H.

April 30, 1924.

Hon. William J. Harris,

United States Senate,

Washington, D. C.

My dear Senator:--

Replying to your favor of the 29th inst., in the matter of communication from W. W. Holt, R. F. D. No. 6, Tifton, Georgia, and returning your file, Mr. Holt is one of a large number of colored porters who at one time had a contention with the United States Railroad Administration that, because of some extra work which they did in the way of setting switches, they should be classified as brakemen rather than porters, and be given brakemen's wages. This claim was disputed by the Government, and resulted in some litigation. Most of these men were represented by attorneys, and in many instances adjustments were made. Holt was represented by an attorney who claimed to have authority to adjust his claim, and a settlement was agreed upon between the Railroad Administration and Holt's attorney, based upon the same general terms that other men in his situation were settled with, and voucher was issued to Holt for the amount of the settlement. He repudiated the fact that the attorney represented him,

and declined the settlement.

Since then the statute of limitations has long since barred any claim on his part, and, under the decisions of the Supreme Court of the United States, as a public officer, I have no authority to waive this statute.

A very voluminous correspondence has been had in regard to this claim by various persons in authority to whom Holt has applied, including Senator Lodge and Congressman Upshaw.

The letter of General Solicitor McLaughlin contained in the attached file quite definitely advises Holt of the attitude of the Railroad Administration in this matter, and there is no relief, under these circumstances, that I can give him or that any other Department of the Government can give him.

Yours sincerely,

Director General.

JCD-EH.

FILE
E. H.

April 30, 1924.

Mr. W. W. Holt,

R. F. D. No. 6,

Tifton, Georgia.

Dear Sir:--

Your letter of the 22nd inst. to the President has been referred to the United States Railroad Administration, which has jurisdiction over these matters.

The recent letter to you from General Solicitor McLaughlin quite definitely explains the attitude of the Government in regard to your claim. There is no officer of the Government who has any authority to waive a statute of limitations. That statute has long since run against your claim, and you should understand quite definitely that the representatives of the Government are without authority at this time to consider same.

Yours truly,

Director General.

JCD-MH.

FRANCIS E. WARREN, WYO., CHAIRMAN.
REED SMOOT, UTAH.
WESLEY L. JONES, WASH.
CHARLES CURTIS, KANS.
FREDERICK HALE, ME.
SELDEN P. SPENCER, MO.
LAWRENCE C. PHIPPS, COLO.
WILLIAM B. MCKINLEY, ILL.
IRVINE L. LENROOT, WIS.
HENRY W. KEYES, N. H.
LEE S. OVERMAN, N. C.
WILLIAM J. HARRIS, GA.
CARTER GLASS, VA.
ANDRIEUS A. JONES, N. MEX.
KENNETH D. MCKELLAR, TENN.
EDWIN S. BROUSSARD, LA.
THOMAS F. BAYARD, DEL.
M. M. NEELY, W. VA.
KENNEDY F. REA, CLERK.

United States Senate,

COMMITTEE ON APPROPRIATIONS.

187973
Jm

DIRECTOR GENERAL OF RAILROADS
APR 30 1924

April 29, 1924.

Director General,
United States Railroad Administration,
Washington, D. C.

My dear Sir:

For your conisderation, I submit the enclosures sent me by W. W. Holt, RFD # 6, Tifton, Ga. Please advise me, returning the file.

Sincerely yours,

Wm J Harris

187948

RRadm.

DIRECTOR GENERAL RAILROADS
APR 29 1924

RECEIVED
APR 26 1924

RESPECTFULLY REFERRED FOR ACKNOWLEDGMENT AND CONSIDERATION.
C. R. Forbes
Secretary to the President

R.F.D. # 6.
Tifton Ga.
April 22-1924.

Mr. Calvin Coolidge
President of the U.S.
Washington D.C.

My Dear Sir.

I am Again writing you Concerning of my Case I have been Defrauded out of $1800.00 Eight Twen Hundred Dollar Under the Federal Control of the U.S. R.R. While Working for The G.S.&F.R.R. as a Passenger Train Brakeman. From January 1st 1918 to Aug. 1st 1919, I was force to Cary out the extents Order of 27- to Suplement 12, to Atick 6. The Official of the G.S.&F.R.R. Discriminated me in my Pay. They Paid me 12 Passenger train Brakeman. What they want to Pay us. This Case of mine have been on Record every since from June 1st 1918. up untill this Present time. Mr. James C. Davis Director General of the U.S. & the Vice President of the Southern Rwy System, Settle my Claim on a 25% Basis without any Agreement from me what ever. I Refused the Claim of a Settlement of $67.70. My Case have been on file before ever the Transportation were thought of. Mr. Presindent I dont Understand how a man have to Sue the Goverment for his Just Earning.

Please look into matter for me,

Yours Respectfully
Nationae Republican
W. H. Holt

March 18, 1924.

for Mr. McLaughlin:

Here is another letter from W. W. Holt dated March 13, 1924 addressed to the President.

You will recall that you wrote Holt some time ago as to his claim. This letter is referred to you for such attention as you deem necessary.

A. W. STOLL

AWS-lmb
enclosure

E38-11A
Holt

March 10, 1924.

for Mr. McLaughlin:

In connection with your notation on my memorandum of the 7th instant, relative to claim of W. W. Holt, there is now attached hereto the Law Division file, tagged as follows:

No. 1, memorandum to you dated April 10th enclosing letter of April 8th from Holt in which he enclosed voucher for $67.70 referred to.

On April 15th letter marked No. 2, Mr. Ward replied to Holt over your title informing him that the $67.70 was the settlement agreed upon between the Director General and the Georgia Southern & Florida Railway Company, and that it was now too late to make any other adjustment. He also informed Holt that his voucher was being returned to the Georgia Southern & Florida Railway for cancellation, which was done on the same date.

Under date of April 25th, marked No. 3 in the file, Holt sent an affidavit setting forth that he never made any agreement with the Superintendent of the Georgia Southern & Florida Railway to accept $67.70.

On May 1st, marked No. 4 in the file, Mr. Ward advised Holt over your title that his claim was now barred by Section 206 (a) of the Transportation Act, 1920 and could not be given any consideration.

April 28, 1922, marked No. 5 in the file, H. W. Miller, Vice President of the Southern Railway System, addressed you inquiring whether it would be all right to cancel the voucher which was returned with your letter of the 15th.

Mr. Ward replied on May 1st, marked No. 6 in the file, and requested that the matter be held in abeyance for a few days longer.

According to the file the matter is still being held in abeyance by the Southern Railway Company.

Mr. Holt has written several letters to the Director General and to you relative to the matter but in each instance you have advised him that the claim could not be given consideration. The voucher is now in the hands of the Southern Railway Company, which controls the Georgia Southern & Florida Company.

AWS-lmb
enclosure

A. W. STOLL

?

E38
Holt

March 7, 1924.

for Mr. McLaughlin:

Enclosed herewith please find letter of W. W. Holt dated February 27th, addressed to the President, relative to his claim for back pay.

You will note that Mr. Davis wrote Mr. Holt on February 18th, finally declining his claim.

Our entire file is enclosed for your information. There does not seem to be anything necessary, as Mr. Davis has already given his final decision.

Please return the file when it has served your purpose.

A. W. STOLL

AWS-lmb
enclosure

FILE
E. H.

63F-11
A
Holt

Feb. 18, 1924.

Mr. W. W. Holt,

R. F. D. No. 6,

Tifton, Georgia.

Dear Sir:--

Your letter of the 8th inst., to the President, has been submitted to me for consideration and reply. I have had a similar communication from Congressman Upshaw in the matter.

As you are well aware, an effort was made by the Railroad Administration to adjust these claims. For some reason, the effort at adjustment failed in your case and perhaps in some others. In the meantime, Congress enacted what is known as the Transportation Act, which contains a definite statute of limitations as to enforcing claims against the Railroad Administration, limiting same to two years from the end of Federal control. That time has long since elapsed, and the Supreme Court of the United States has held that, as a public officer, I have no authority to waive this provision of the statute. Therefore, I am wholly without authority at this time either to consider or pay your claim.

I have no doubt you have received the information contained

in this letter not only from your Congressman, Mr. Upshaw, but also from Senator Lodge, who wrote me in connection with this matter in September, 1922.

The situation is simply this: Congress, by a definite act, has provided that claims in the condition of yours cannot be considered, and neither the President nor any one else representing the Government has at this time any authority to make adjustment of same.

I trust you will take this communication as final, so far as the Railroad Administration and the Government are concerned.

Yours truly,

Director General.

JCD-EH.

186704
gw

Read

RFD #6.

RESPECTFULLY REFERRED
FOR ACKNOWLEDGMENT
AND CONSIDERATION.

Mrs. Calvin Coolidge
Secy. to the President

DIVISION OF RAILROADS
FEB 12 1924

Tifton Ga.
Feb 8th 1924

President of United States.

Dear Sir

On & after Jan-the 1st 1918. by the Act of Congress. the Rail Road. was taken over by the Goverment. Under Control. and Mr. Wm Adoo. were Apointed Director Generale of the U.S. Rail Road. by the Act of Congress. there were 12 number of my Craft Working as Passenger train Brakeman on the G S & F R.R Under the Goverment Control of the U.S R.R have faie to get a Settlement for the Deuties we perform. As Brakeman, to Carry out the Intents Order to Suppliment 12. to General Order 27. to Officers We As Passenger Train Brakeman was force to Couple Engine & Steam Hose & Air Hose & Uncouple Engine & Cars. And test Air Brakes, & give Hand Signal By day and Lamp Signal by Night.

Mr. President, The Rail Road Official Or The Goverment, have fail to Pay We 12 Passenger Train Brakeman for Our Labor. Our Earning have been held Up for 5 years, We have Only Received about 1/3 of Our Wages. Mr President if there Any thing that you Can do for we 12 Mens to get what Due us. we Certainly be glad for you to do so. for some One have Fraudled us out of Our Money. And You Can Send Any One to me for a Statement, & i will give to them in Writting Just how we were treated in time of Hoped War. I will go before Any Committee & make Statement, if you say so & One more my Men will be a Witness Also. Hoping you will Press this Case before Congress

This shows you how the Colored man is treated Down here in South.

Your Respectifully
W. H. Holt Col, National Republican
Tifton, Ga. RFD. #6.

FILE
E. H.

E 36-1 A
Hold

May 18, 1923.

Hon. William D. Upshaw,
House of Representatives,
Washington, D. C.

My dear Mr. Upshaw:—

I have your favor of the 8th inst., in regard to claim of Will Holt, who, as I understand it, was a colored porter during the period of Federal control, and who now makes claim for brakeman's wages. I have had correspondence with other Members of Congress concerning this claim, especially with Senator Lodge, of Massachusetts.

This claim is one of a large number that was presented by colored porters. The matter was before the Railroad Administration during the period of Federal control. In some instances the porters segregated their claims, and have been represented by attorneys, and some litigation has grown out of it.

There was an effort made by the Railroad Administration to compromise these claims, but my understanding is that Mr. Holt declined to accept a compromise.

In the meantime, Section 206 of the Transportation Act contains a definite statute of limitations as to the enforcement of

claims against the Railroad Administration, limiting same to two years from the end of Federal control. That time has long since elapsed, and in a great many cases I have definitely ruled that I am wholly without authority to make voluntary payment of claims that cannot be legally enforced.

A number of colored porters commenced suit within the time fixed by the statute, and, of course, if there are judgments of court rendered against me, in cases brought before the statute ran, I will pay same, but I cannot consider making a voluntary adjustment of claims that are barred by the statute.

Mr. Holt has been heretofore definitely advised concerning the attitude of the Railroad Administration in this matter.

I am herewith returning the letter from Mr. Slappey which you sent me.

Yours truly,

Director General.

JCB-MM.

WILLIAM D. UPSHAW
5TH DISTRICT GEORGIA

131162

Congress of the United States
House of Representatives
Washington, D. C.

May 8th. 1923.

Director General of Railroads
MAY 8 1923

Hon. James C. Davis, Director Geberal,
United States Railroad Adminstration,
Washington, D.C.

My dear Mr. Davis:-

Enclosed herewith is a letter from Thomas L. Slappey, Attorney, Atlanta, Ga. in regard to the claim case of Will Holt, which explains itself.

I will appreciate it if you will investigate this matter and let me know about it.

Cordially yours,

W. D. Upshaw

FILE
A.H.

E 38-11a-1
Ga-Orr-Field

Sept. 21, 1922.

Hon. H. C. Lodge,

United States Senate,

Washington, D. C.

My dear Senator:--

Replying to your favor of the 13th inst., enclosing original letter from W. W. Holt, Box 10, Tifton, Georgia, which is herewith returned, regarding back pay claimed for services as brakeman on the Georgia, Southern & Florida Railroad during the period of Federal control, there was a long drawn out controversy between a large number of colored porters and the Railroad Administration as to the proper compensation and classification of these porters, it being contended by the porters that, by reason of the fact that they performed, some of them occasionally and some of them with more or less frequency, brakemen's duties, they were entitled to be classified and paid as brakemen.

The matter was before the Railroad Administration in various ways, and before the tribunals created by the Administration to dispose of controversies of this character. In many instances the porters segregated their claims, and have been represented by attorneys, and some litigation has grown out of it. So far as I am advised, in cases that have been decided, the Courts have uniformly held against these claims.

In some instances, where the claims seemed to be to some extent meritorious, the Railroad Administration offered an adjustment, and in this particular case the record indicates that Holt was offered an adjustment, which he declined.

In the meantime, Section 206 of the Transportation Act contains a definite statute of limitations as to the enforcement of claims against the Railroad Administration, limiting same to two years. That time has now elapsed, and, after a great deal of consideration, I have reached the conclusion that I am without authority to make voluntary payment of claims that cannot be legally enforced.

Much pressure has been brought to make an exception in what are known as meritorious cases, but I have felt that if I ignored the statute in one class of claims I would have to entirely abandon it, and this I am without authority to do.

I, therefore, advise you that this claim has been barred by the statute of limitations, and it must be definitely declined.

Yours sincerely,

Director General.

JCD-EH.

HENRY CABOT LODGE, MASS., CHAIR
PORTER J. McCUMBER, N. DAK.
WILLIAM E. BORAH, IDAHO.
FRANK B. BRANDEGEE, CONN.
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MEDILL McCORMICK, ILL.
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JOHN SHARP WILLIAMS, MISS
CLAUDE A. SWANSON, VA.
ATLEE POMERENE, OHIO.
KEY PITTMAN, NEV.
JOHN K. SHIELDS, TENN.
C. F. REDMOND, CLERK.

United States Senate,

COMMITTEE ON FOREIGN RELATIONS.

174739

DIRECTOR GENERAL OF RAILROADS
SEP 15 1922

September 13, 1922.

My dear Mr. Davis:

I am handing you herewith a communication which I have received from Mr. W. W. Holt, Box 10, Tifton, Georgia, regarding back pay which he claims is due him for services rendered as a brakeman on the Georgia Southern and Florida Railroad. I shall be obliged if you will have the matter looked up and advise me regarding it.

Very truly yours,

H. C. Lodge

Hon. James C. Davis,
Director General, U. S. Railroad Admn.,
Washington, D. C.

Enclosure.

2

April 10, 1922.

for Mr. McLaughlin:

Enclosed herewith please find letter dated April 8th, from W. W. Holt, enclosing voucher in the amount of $67.70 covering payment for back pay.

This is referred to you in connection with my memorandums of January 10th and February 9th.

E. M. Alvord.

AWB:MA

E 38-11a
W. W. Holt

February 9, 1922.

for Mr. McLaughlin:

Relative to my memorandum of January 10th to yourself concerning claim of W.W. Holt, train porter, Georgia and Florida Railway:

Next attached you will find another letter from this employee relative to the case in question, which may have some bearing on the handling of this matter.

E.M. Alvord.

WGJWGMIV I

January 10, 1922.

5

Dear Sir:

This will acknowledge receipt of your letter of the fifth instant, relative to the claim of Will Holt, train porter on the Georgia, Southern and Florida Railway.

This is to advise that your letter has been referred to Mr. A.A. McLaughlin, General Solicitor, with the suggestion that this claim be handled along the same lines as previous claims of this nature.

Sincerely yours,

E.M.A.

Mr. H.W. Miller,
Assistant Vice President,
Southern Railway System,
1300 Pennsylvania Avenue,
Washington, D. C.

AWS:NM

E 38-11a-1
Will Holt

January 10, 1922.

for Mr. McLaughlin:

Enclosed herewith please find letter dated January fifth from H. W. Miller, Vice President of the Southern Railway System, relative to claim of Will Holt, train porter on the Georgia and Florida Railway.

This is referred to you with the suggestion that it take the same course as previous claims of this kind.

E.M. Alvord.

AWS:IVM

E38-168619

Southern Railway System

Office of Vice President

In charge of Operation

1300 Pennsylvania Avenue

Washington, D.C.

H.W. MILLER,
VICE PRESIDENT.

November 1st, 1921. f

DIRECTOR GENERAL OF RAILROADS
NOV 2 1921

Mr. E. M. Alvord,
Assistant to Director General,
United States Railroad Administration,
Washington, D. C.

Dear Sir:

Your letter October 26th, in regard to claim of Will Holt, train porter, Georgia Southern and Florida Railway.

I shall be very glad to investigate this case and advise you as soon as necessary information is at hand.

Very truly yours,

H.W. Miller

Vice President.

E38-11a-1

October 26, 1921.

Dear Sir:

There has been mind suspense to the Railroad Administration for a period of nearly three years, in the case of one Will Holt, Passenger Train Brakeman on the Georgia, Southern & Florida Railroad, which has never been definitely settled, your last letter on the case being under date of June 9, 1919.

Notwithstanding all of our correspondence and statements to him, Holt has been continually writing this office in an attempt to collect back pay alleged to be due him.

Will you not kindly investigate and advise exactly how this employee was paid in regard to the General Order 27 and Supplements thereto, and how he was paid up to and including February 29, 1920, as we are desirous of closing this case out finally at the earliest possible date.

Having reviewed the submission thoroughly on several occasions together with numerous letters Holt had written this office, reiterating that he had not received the proper pay due him for his services as passenger brakeman, we are at somewhat of a loss to interpret the large amount of conflicting evidence in his statements. He, however, seems to stick to the statement that he had not been fully recompensed for his past services.

It is assumed that he has received the proper payments for his services after he was stopped from acting in the capacity of a passenger brakeman. You, understand, of course, that he should have received back payment for his service from January 1, 1918 to May 31, 1918 on the basis of the percentage increase allowed under General Order 27. It was understood this was done.

Effective June 1, 1918, he should have been paid the same rate for brakeman's service that a white man in the same position would receive. However, back payments for this service would not be retroactive beyond June 1, 1918. From June 1, 1918 until the date he was actually stopped from performing the duties of a passenger brakeman, he should receive full brakeman wages.

Following the intent of Mr. Tyler's letter of April 7, 1919, he should be paid brakeman's wages even though classed as a porter, providing that he actually performed any of the duties of a brakeman, regardless of whether or not the train carried a crew of white employes.

Will you not kindly investigate along the lines mentioned in the first part of our letter the exact manner in which this man was back paid in order that we may determine whether there is any obligation devolving on the Director General and handle this case to an early conclusion.

Sincerely yours,

E.M. ALVORD

Mr. H.W. Miller,
Vice President in Charge of Operation,
Georgia, Southern & Florida Railroad Company,
1500 Pennsylvania Avenue,
Washington, D.C.

JWG:IVM

163238
Jcm

DIRECTOR GENERAL OF RAILROADS
OCT 20 1921

225-2 Fifth St

Macon. G.A

Mr. Jame. C. Davis.
United States Rail Road Administration
Director General of Rail Roads
Washington. D.C.

Dear Sir:
This will acknowledge receipt of your recent Letter relative to back Pay Claim. that due me Whiles working for the G.S.+F R.R. As a Passenger train Brakeman. Under the Fedral Control. Mr. Davis. I was not a train Porter I was Performing the duties of a Passenger train Brakeman. I was permoted from a Freight to train. to Passenger train. I serve as Freight train Brakeman. for 6 years + Passenger train Brakeman for 5 years. I have stood the Book of Rules + Pass + was written up for Service Sept. 1st. 1911 On the G S+F R.R. as a Freight train Brakeman Mr. Davis. i still Claim Back Pay for the time I Perform the Duties as a Passenger. Train Brakeman. from. January 1st 1918

to May 2nd. 1920. After which i was Reclass a train Porter, And was Stop from Performing Any Duties pertaining the Movement of the train, Mr. Davis I am asking you for a fair Deal. as i have not gotten one, I have not received the Pay that Supplement #12 to General Order 27. Article 6. Give me, the Goverment Or Some one Owes me The Amount from $1200.00 to $1400.00 Fourteen Hundred Dollars Back Pay that due me While The G S & F Ry was under the Federal Control. this Claim have bee on file for 2 years. Please give me a Decision on this Claim whether it is going to Paid or not, it is now Due. I aught have been Paid before this time.

Yours Respectifully

W. W. Holt.

#225-2 Fifth. St.
Macon. Ga

Mr. Davis, I dont think this Claim is Close unlee it is Settle,

fil

October 15, 1921.

Dear Sir:

This will acknowledge receipt of your recent letter relative to back pay claimed to be due you while employed during the period of Federal control as train porter on the Georgia, Southern and Florida Railroad.

If you will refer back to your letter of July 14, 1918, you will find that you stated that you had received back pay from January 1, 1918 in the net amount of $83.00.

Our letter to you of October 9, 1921, advised that under date of February 13, 1920, Mr. H.P. Dougherty, Assistant Director of the Division of Labor, sent you a copy of Supplement 26 to General Order 27, which covered certain increases granted colored train porters. The Supplement in question increased the porters' pay to $85.00 per month.

Your letter of about October 11th or 12th, 1921, states that you were now receiving $93.68 per month, which is in excess of the amount allowed under Supplement 26.

Therefore, you will readily see that if you were granted overtime for services performed as brakeman and are now receiving more than Supplement 26 granted porters, that you are paid in accordance with all wage orders of the Director General, unless some subsequent supplement to that last issued covering your class grants an additional increase to the class by which you are covered.

The matter, therefore, must now be considered closed so far as the Director General is concerned.

Sincerely yours,

E.M.A.

S

Mr. Will Holt,
225 Fifth Street,
Macon, Ga.

JWG:IVM

162989

DIRECTOR GENERAL OF RAILROADS
OCT 13 1921

225-2 Fifth Sect

Macon, Ga.

Mr. James C. Davis.
United States R.R. Adminstration
Director General of Rail Roads.
Washington. D.C.

Dear Sir:
This will acknowledge receipt of Letter of Oct, 10th. Relative to Supplement Number 26 to General Order 27. I am in receipt of Supplement, 26. to General Order 27. Effective Nov: 1ist: 1919. After that date, I was Reblass as Porter. I was stop from Performing any Duties as a Brakeman. Mr. Davis. Supplement 12 to General Order 27. give me Brakeman Pay From January 1ist 1918 to May 2nd. 1919. When i was Performing the Duties as a Passenger train Brakeman. Such as Coupling Cars. & Uncoupling & giving Signal Pertaining the Movement of train. & Open & Closing Switches. While the Roads was under the Government Control, I still hold the Claim against the Road, for Service i Render.

in the war time. I am still Claiming Back Pay for my Labor. I work for nothing What you may Say. $69.00 1st Raise & 85.00 2nd Raise & 105.00 3rd Raise was the Last Raise On Nov. 1st 1919. Now they have Cut me to $93.68 a month. Mr. Davis the C of G. R.R. Runing out Macon. are Paying they Colored Porter Brakeman Pay. & other Roads out of Macon. But the G.S.&F. R.R. have not Paid Our Porter for the Duties they Perform as Brakeman. Mr. Davis I have Fought this Pay for 3 years. & have not Received it as yet. If i Never get it they truly Owes me for my Labor.

Yours Respectifully

H. W. Holt

225-½ Fifth St
Macon. Ga.

October 7, 1921.

Dear Sir:

This will acknowledge receipt of your letter of September 28th, relative to back pay claimed by you while employed during the period of Federal control as train porter on the Georgia, Southern & Florida Railway.

Upon looking at my file on this subject, it is found that under date of February 13, 1920, Mr. H.P. Daugherty, Assistant Director, Division of Labor sent you a copy of Supplement 26 to General Order 27 which covered certain increases granted colored train porters effective November 1st, 1919.

A number of cases similar to yours were taken up by the train porters who claimed that they should be paid in accordance with the provisions of Supplement 12 and it was decided that such work properly came within the provisions of Supplement Number 26 to General Order 27. The matter must, therefore, be considered closed so far as the Director General is concerned.

Very truly yours,

E.M. ALVORD.

Mr. W.W. Holt,
225-2 Fifth Street,
Macon,
Georgia.

J.L.M.ACW:

SOUTHERN RAILWAY SYSTEM

EMPLOYE'S WATCH COMPARISON CARD

Date 2-3 19 41

Mr. Will Watt 16453

Occupation Porter Div. S.S.T.

C

Maker of Mov't Elgin Grade Name or Grade Number G.F.

Movement No. 34022368 Last Cleaned or Rep. Date Oct 19

R. Hun Watch Inspector City Macon

(Patended.)

EMPLOYE, PRESERVE THIS CARD, and surrender it to watch inspector at beginning of new watch inspection quarter. **INSPECTOR** will forward it promptly to National Railway Time Service Co., Chicago. If watch is rejected, on presentation of this certificate Inspector will return certificate complete (Coupons, A, B and C) to Superintendent, giving facts.

This card renewed only by Division Superintendent. (OVER)

TIME RECORD Note Variation in Seconds

R. D.—Run Down St.—Stopped X—Hands Caught

DATE COMPARED		SECONDS FAST	SECONDS SLOW	R-REG S-SET	INSPECTOR SIGN IN INK
2	3			SR	[illegible]
2	12			OK	[illegible]
2	18		15		[illegible]
2	24		40		[illegible]
3	2		40	S	[illegible]
3	11		35	SR	[illegible]
3	17			OK	[illegible]
3	31	60		SR	[illegible]
4	7			S	[illegible]
4	13		8		[illegible]
4	21	60		SR	[illegible]
4	29		OK		[illegible]

INSTRUCTIONS—Each employe whose watch is subject to inspection must report to an Inspector every week, and oftener when convenient, in order that the condition of his watch may be noted and a record of its performance made on the Employe's Card by the Watch Inspector. Employes must have their Certificate at hand at all times and present it for examination when called for by any officer.

National Railway Time Service Co.

162481

DIRECTOR GENERAL OF RAILROADS
SEP 30 1921

225-2 Fifth St.
Macon.
Ga.
Sept 28th 1921

Mr. James. C. Davis.
Director. General. of U.S. R.R.
Washington. D.C.

Dear Sir.

I am Answering Your Letter of The 21. inst. In regards. of Back Pay. Due The Passenger. train Porters. Whom Perform Duties. as Passenger. train Brakeman. from January 1ist- 1918. to May 2nd. 1919. On the G.S. & F. R.R. Mr. Davis. Supplement-12. to General. Order. 27. & Article 6. Give the Passenger. train Brakeman. Brakemen Pay. Mr. Davis. On May 2nd. 1919. We Passenger train Brakemen. Was Reclassed. as Porter So as to Keep from Paying The Brakeman Pay to We Porters. Mr. Davis I have Letters On File. where i have taken this Matter up ever since January 1ist. 1918. I am Sending You one of my Letters. Where

I have taken the Case up before the Labor Board. & also I am sending you my Watch Certificate showing you i did Perform Duties as a Passenger train Brakeman, Mr. Davis the G.S.&F. Offical owes we Passenger train Brakeman the Back Pay Due us as Performing Duties as a Brakemen from January 1st 1918 to May 2nd 1919. & all Increses that was Granted to Other Passenger train Brakemen. Mr. Davis. i understand Our Money have been held up for some Cause. if that be true please Let me hear from you for what Cause. Mr. Davis we Porters Need our Money For our Labor in the war time the Government was in Control of the R.R. If the Goverment have Paid this money the G.S.&F. Co. havn't Payed we Porter.

hoping hear from you at an Early Date of Our Claim.

Yours Respectfully
H. W. Holt
#225-2 Fifth. St Macon Ga

UNITED STATES RAILROAD LABOR BOARD

CHICAGO, ILLINOIS

10-92-H

R. M. BARTON, CHAIRMAN
HORACE BAKER
J. H. ELLIOTT
JAS. J. FORRESTER
G. W. W. HANGER
HENRY T. HUNT
W. L. PARK
ALBERT PHILLIPS
A. O. WHARTON

C. P. CARRITHERS
SECRETARY

November 13,
1 9 2 0.

Individual Inquiry - Back Pay - 2.

Mr. W. W. Holt,
R.F.D. 6, Box 1,
Tifton, Ga.

Dear Sir:

Your letter Nov. 4th to Mr. Horton. The matter of required duties of a Train Porter are the result of experience and the directions of your Superior Officer.

Regarding pay during Government control, you should handle with Director General of Railroads, Mr. J. Barton Payne, Washington, D.C.

I enclose for your information a copy of Decision No. 2 and Interpretation 1 and 2 to same.

Yours very truly,

C. P. Carrithers,
Secretary.

28-029

3-Encls.

Docket No. 50.

UNITED STATES RAILROAD LABOR BOARD
Chicago, Illinois, October 14, 1920.

INTERPRETATION NO. 2 to DECISION NO. 2.

Brotherhood of Railway and Steamship Clerks,
Freight Handlers, Express and Station Employees
vs.
Terminal Railroad Association of St. Louis.

Question.- Shall the increase of 13 cents per hour, granted to baggage and parcel room employees under Section 4, Article II of Decision No. 2, be added to the rates in effect at 12:01 a.m., March 1, 1920, the date on which Federal control terminated; or shall the increase be added to the rates in effect April 1, 1920, which include an increase granted to the foregoing employees since the termination of Federal control.

Decision.- That portion of Article II, Decision No. 2, in question, reads as follows:

> "Add to the rates established by or under the authority of the United States Railroad Administration, for each of the hereinafter named classes, the following amounts per hour:
>
> "Sec. 4. Train and engine crew callers, assistant station masters, train announcers, gatemen, and baggage and parcel room employees (other than clerks) 13 cents."

The phrase reading, "The rates established by or under the authority of the United States Railroad Administration," means the rates in effect at 12.01 a.m., March 1, 1920; therefore, add the 13 cents per hour increase to the rates in effect on that date, and not to the rates in effect on any other date.

By order of

UNITED STATES RAILROAD LABOR BOARD,

R. M. BARTON,
Chairman.

Attest:

C. P. CARRITHERS,
Secretary.

UNITED STATES RAILROAD ADMINISTRATION

W. G. McADOO, DIRECTOR GENERAL OF RAILROADS

WASHINGTON

BOARD OF
RAILROAD WAGES AND WORKING CONDITIONS

G. H. SINES, CHAIRMAN
F. F. GAINES, VICE CHAIRMAN
J. J. DERMODY
C. E. LINDSAY
W. E. MORSE
A. O. WHARTON

J. A. EMMART, SECRETARY

SOUTHERN RAILROAD BUILDING
1300 PENNSYLVANIA AVE.

October 24, 1918.

TRAIN SERVICE.PORTER

Mr. Will Holt,
Passenger Train Brakeman,
R. F. D. #1, Box 6,
Tifton, Georgia.

Dear Sir:

Your letter of October 6th is received.

This Board has considered the subject of wages and working conditions of employees in your branch of service, and it is expected that a decision will be announced at the earliest possible date.

Yours very truly,

G. H. Sines

Chairman.

File

September 21, 1921.

Excluded E38 Holt

Dear Sir:

Replying to your letter of the thirteenth instant addressed to the Director General, relative to back pay which you believe is due you as passenger train porter and advising that you were enclosing your watch certificate as proof:

For your information I would advise that the watch certificate referred to was not found enclosed with your letter. However, this is immaterial in connection with your claim.

It appears that you are not aware of the fact that the Director General has ruled that all claims arising during the period of Federal control relative to wages and not submitted to the Railroad Administration prior to July 15, 1920, should not be considered. As you failed to submit your claim within the time limit so fixed, there is nothing that I can consistently do in the matter at this late date.

Sincerely yours,

E.M.A.

Mr.W.W.Holt,
[illegible]-2 Fifth Street,
Macon, Ga.

J.M:IVM

DIRECTOR GENERAL
OF RAILROADS
SEP 16 1921

161947

225-2. Fifth St.

Macon. G.A.
9/13-1921

Mr. James. C. Davis.
Director General. of. the Rail Road Administration.
Washington. D.C.

Dear, Sir.

We. as Passenger Porter perform duties on the Head End of the Passenger train, as same as the Flagman on the Rear of the Passenger train, And the G.S+F R.R. Offical have Fail to Pay us for performing such Duties as General Order 27 Article 6. Mr. Davis, Director General. The G.S+F. R.R. Offical Owes we Passenger train Porter. Back Pay From. January 1ist: 1918. to May the 2nd 1919. Mr. Davis, Will you Please inform me. what have became of our Money they Owes we Passenger train Porter. We have Never been able to received ~~it~~ as yet.

Mr. Davis, this money is due us in the time of the Govement-Control of the Rail Road. We Passenger train Porter Perform all of the Duties of Supplement 12, to General Order 27. I am sending you my watch Certificate as Proof. All of these Duties we have Perform, and they have taken our wages from us. Please Look in to this Matter and Let me hear from you at an Early Date.

Yours Respectifully

W. H. Holt
Porter. G.S.&F.R.R.

Send my Mail to 225-2 Fifth St
Macon, Ga.

E-38-11-A-1

February 18, 1920.

Mr. Will Holt,
R.F.D. 5, Box 1,
Tifton, Ga.

Dear Sir:

Referring to your recent letters addressed to Mr. W. S. Carter, Director, relative to colored train porters.

As per your request I am returning herewith your watch certificate, and for your information I am enclosing a copy of Supplement No. 26 to General Order No. 27 granting an increase to colored train porters, effective November 1, 1919.

Very truly yours,

H. P. Daugherty

Assistant Director.

11/as

136974

E-38-11-4

Tifton. Ga
Feb 11-1920

Mr. W. S. Hines.
Director. of. Rail Roads.
Washington D.C.

DIVISION OF LABOR
FEB 12 1920
FEB 12 1920

Dear Sir
I. Received your Copies,-26 G.O.,-27
I am still at a lost to know, are we are we not working for the same Government-that-the C of G. R.R. Colored. train Porter, & the M D & S R R Colored train Porter are working for, Mr. Hines they are being Paid as same as the White Flemens to General order, 27- Article 6, & Can't see why we Trainman. isn't Paid the. same, Mr. Hines the Government- Owes me, back Pay from, January 1st- 1918. to January 31st- 1920. I would be Please to know from you by Return Mail weather you are going to have it- Paid. before the Roads. goes back to the Private Owner ship This is a Just- debt- that- are owing to we Colored Train. Porter, I am asking for an Early Reply

Yours Respectifully
Will Holt
Chairman. F.B.I. Ass'n. G.S.&F. R.R.
R.F.D 6- Box 1

R.F.D. 6 - Box 1. Two letters
Resident # 2837

DIVISION OF LABOR.

Tifton, Ga.
Feb. 4th 1920

E 3 M 6

FEB 6 1920

Mr. W. S. Carter
Director of Labor Division.
Washington, D.C.

Dear Sir I would be please to know what-
Disposition are going to be made Inregards
of the train Porter Back Pay. Mr. Carter. I see
where the R.R. is to go back to the Private
Owner Ship the 1st of March, The Goverment-
Owes me 25 month Back Pay. Mr. Carter. Every
Class of Employee have Received an Increase
Except we train Porters of the G.S.&F. R.R. we
have been working for $69.00 Per month
Ever since the Goverment taken over the R.R.
Mr. Carter, we have had a bad Deal all through
this Goverment Control of the R.R. I my
Self have not made a Suffort for my
Famially at the H.C.L. Mr. Carter. Please
Send me back my Watch Certificate by Return
Mail, as I have to turn it in to the Supt. of
the G.S.&F.

(over)

Mr. Carter. I am Lost to know, How it is the C of G. R R out of macon Ga. are Paying there Train Porter. the Increase of Pay as to General. Order. 27. to Supplement-16. & also the the M.D.&S. R R out of macon Ga are doing the same. by there Porters, are we or are we not Working for the same Goverment. If we are not, Please, let me hear from you, I. Appeal to you for our Right's & Protection of the Rail Road Mens. International Ben. Industrial Ass'n.

Yours Respectifully

Will Holt

R.F.D. - 6 - Box 1.

Resedent #287

Tifton Ga

2038-11-6 - Mason, Ga. letters

Mason, Ga.
January. 21- 1920

DIVISION OF LABOR

Mr H. S. Carter,
Director of Division of Labor,
Washington. D. C.

JAN 23 1920

Dear Sir.

I am. writing you to day. to Find out about - Our Increase of Pay, from January 1st 1918 to Dec. 31st, 1919. Mr Carter the Roads are going Back to the Private Owner ship. & they have not Paid us the Money that they Owes me, Mr. Carter the Government Owes me me. $. 16.00 Sixteen Hundred. Dollars. from January the 1st 1918 to Dec. 31st 1919. I am a Lost to know why they have not Paid me. Mr. Carter I am Sending you my watch Certificate, so that you may know what is Require of me. Please send it Back to me. At Early as Possible.

I Remain.

Yours. Respectifully

N. H. Holt

Write me, at Tifton, Ga.

E-38-11-A

September 9,1919

Mr. Will Holt,
Chairman, Railroad Men's I.B.I. Association,
G.S. & F. RR, R.F.D. 6-B-1,
Tifton,Ga.

Dear Sir:

Referring to your letter of July 22nd last addressed to Director General Hines, which was referred to this Division regarding the application of Supplement No. 12 to General Order 27:

It is my understanding that you are not now required to perform the duties of passenger brakeman and therefore your claim is for back pay for the period in which you claim to have done so. If this is correct I would suggest that the matter be taken up by the train porters with their superior officer of the railroad and endeavor to effect a settlement and failing in this, have a joint submission prepared setting forth the contentions of both the employees and the management and signed by the employees and officials and transmit same to the Division of Labor for presentation to the proper tribunal for consideration in accordance with Supplement No. 6 to General Order 27, copy attached.

The question of application of Supplement No. 12 to General Order 27 is now in the hands of the Regional Directors and they have issued instructions to the Federal Managers on the different railroads that if train porters perform any of the duties set out in Supplement No.12 whether required to do so by the management or otherwise, the rates prescribed in the supplement shall apply but that it was entirely proper to restrict their duties to conform to Supplement No.12 if practicable to do so.

Form G-77 3—8675

Yours truly,

H. P. Daugherty

Assistant Director.

11-AR

FILE COPY

105588

July 25, 1919.

Dear Sir:

I am acknowledging for the Director General your letter of July 22nd, regarding the adjustment of wages of train porters.

Your letter is being referred to Mr. W. S. Carter, Director, Division of Labor, for attention.

Sincerely yours,

(Signed) M. B. G.

Mr. Will Holt, Chairman,
Tifton, Ga.

Y.R.

E-98-11-a-1

Tifton Ga. July 22-1919

R.F.D 6-B-1

105588

Mr. H. D. Hines,
Director, General. of Railroads.
Washington D C.

OFFICE OF DIRECTOR GENERAL OF RAILROADS

JUL 25 1919

JUL 25 1919

DIVISION OF LABOR.

DIVISION OF LABOR.

JUL 26 1919

Dear Sir,

I am look to know why is it we have not received the increase of Pay of Supplement-No. 12. to General Order No. 27. Mr. Hines. the intent of Article No. 6 have not been carried out. 3d they have curtail the duties of the employees, class as Train Porter That is did to keep from paying we trainmen as Porters, Mr. Hines Please advise me whether we are intitle to Pay of Supplement-No. 12 to General order, No 27. If we are intitle to it let me know by Return mail, Mr Hines the. G.S & F. R.R. owes we, Train Porter, 19. mo Back Pay. Hoping to hear from you in regards of this matter, by Return mail,

Yours Respectifully
Hill Holt Chairman of the
Rms. P. & B. Assoc. of the G.S.&F. Rwy
of Trainmen,

June 24,1919

For the Director General:

Since sending you my memorandum of June 21st to which is attached communication of T. A. Keith, all with regard to what appears to be the fact, that Supplement No.12 to General Order No.27 is not being applied on the Southwestern Railroads, I have taken this matter up with Mr. Franklin, my Assistant, and find that he has voluminous files upon this same subject which he has handled and which I had not seen.

It appears now, after reading all of the files, that after the issuance of Supplement No.12, giving brakeman's pay to colored train porters when they perform brakemen's work, the matter was taken up by the Regional Directors with Mr. Tyler. I do not know what was said to the Regional Directors but for several months after the issuance of Supplement No.12 it seemed that on some roads the Supplement was applied and on other roads it was not applied. I understand that the Southwestern Railroads in some instances do apply the order. In any event I find a copy of a letter addressed to the Regional Directors by Mr. Tyler, a copy of which I attach hereto. My understanding of Mr. Tyler's memorandum is my understanding of Supplement No.12. I understand from Mr. Tyler's memorandum that there is nothing in Supplement No.12 that would curtail the duties of employees heretofore classified as train porters; that on the trains having white brakemen and white flagmen and in addition thereto a negro porter performing only porter's work he would receive only porter's pay, but if he was required by the road to perform any of the duties of a brakeman he should be paid brakeman's pay. In order to clearly cover the matter and avoid improper claims under this rule instructions defining the duties of those who are white brakemen or white flagmen should be issued, creating a clear understanding that the colored porter is not required to perform any of the duties of brakeman or flagman.

I have carefully read Mr. Tyler's instructions although I never saw them until today, and I have read Supplement No.12 and think Mr. Tyler's instructions are correct.

I find that in disputes which have arisen between the colored brakemen and the several railroads, all of which correspondence is in Mr. Franklin's hands, Mr.Winchell sent out instructions which, while not containing this same language, did contain the same thought, and says, "In order to clearly cover the matter and avoid improper claims under this rule, instructions limiting the duties of train porters on trains where white flagmen or white brakemen are employed should be issued so that it will be clearly understood that the colored porter is not required to perform any of the

Form G-76.

duties of brakeman or flagman." He further states that, "The intent of this Supplement is to require the payment of brakemen's rate whenever the brakemen's duties are performed by the train porter. The Supplement plainly states that it shall not curtail the duties of employees heretofore classed as 'train porters'." In addition to this he says, "It has been understood in certain regions that on trains having white brakemen or white flagmen and a negro porter, the porter should be paid only the porter's rate. This is proper porviding the porter is notrequired to perform any of the duties of the brakeman."

I find however, that some of the Federal Managers, Mr. Delano, of the Atlantic Coast Line for instance, has quoted instructions received by him as follows:

"On trains on which there is a white brakeman or a white flagman, train porter will be paid only the porter's rates, provided he is not required by orders of the Management to perform any of the brakeman's duties.

"Where a colored train porter is required by orders of the Management to perform brakeman's duties, he is paid at brakeman's rate, even though there is a white brakeman or flagman on the same train.

"On trains where there is no white brakeman or flagman, and the colored porter is required to perform the duties of the brakeman, he will be paid the brakeman's rate."

After going all over this correspondence I reached the following conclusions. It appears from the instructions issued by Mr. Tyler and Mr. Winchell reference is made to trains having brakemen or flagmen on them while the officials are taking the position that if there is one brakeman or one flagman on a train Supplement No.12 will not apply and that the train porter will not be required to do any of the brakeman's duties.

It seems the Federal Managers of certain railroads have accepted Mr.Tyler's instructions to mean that in order to avoid the application of Supplement No.12 to General Order No.27, all that is necessary is to assume that a train porter is not required to perform any of the brakeman's duties. If this is their position I feel that it is not only unfair to train porters but an unsafe operation of a passenger train. Any passenger train, so far as I know, operated on any railroad regularly handling railroad business, requires more than one brakeman or one flagman. I have heard of exceptions to the rule but they are indeed exceptions.

Form G-76.

The information that reaches this office that train porters who were not being specifically ordered to continue their past duties know that they will be dismissed from the service if they do not attend to these duties as they have been required to do during their many years of railroading. If a passenger train was operated with

FAIR COPY

a train porter doing nothing else than a train porter's work the conductor would have to do flagging, throw switches, etc., while the flagman or brakeman was on the rear end of the train.

This situation is becoming more embarassing every day. Mr. Lyons, as attorney for the negro porters, on the Atlantic Coast Line, was in the office today and insists there must be a deliberate intent to prevent the application of Supplement No.12.

It was only today that Congressman Bee of Texas called and took this matter up with Mr. Franklin, and I feel that unless something is done to either abrogate Supplement No.12, issue a regular interpretation as to its meaning in the form of an interpretation signed by the Director General, or else secure its reenforcement, this matter will be discussed in Congress.

Since this matter has become so acute, I have been very desirous of taking it up with Mr. Tyler but he is now out of town on business and I feel something should be done as soon as possible.

W. S. Carter

EXHIBIT A

1-McC-AR

COPY

Form G-76. 2—5074

June 24,1919

PERSONAL

For Mr. Tyler:

I am herewith attaching copies of two memorandums I have sent the Director General with reference to the application of Supplement No.12.

In my opinion the best way to handle this matter is to request the Director General to issue an interpretation in the usual form, clearly specifying how Supplement No. 12 should be applied.

My understanding of your letter of instructions of April 7th to the Regional Directors (which I never saw until today) is entirely in accord with yours. If there are two brakemen (or one flagman or one brakeman) on a train there is no use asking a colored porter to do trainman's work and Supplement No.12 will not be applied.

The case has been presented here through a number of months and now being pressed by Attorney Lyons and Congressman Bee of Texas, indicates that colored train porters are seeking moral (if not political) support outside of railroad circles and I am quite certain they will be able to prove in the vast majority of instances that these train porters are doing actually the class of work described in Supplement No.12 and would be dismissed if they did not do this work, and the train could not be properly operated without their performing these duties, for I feel sure it would be unsafe to operate a passenger train with only one flagman and no brakeman.

W. S. Carter

I-McC-AR

Form G-76.

EXTRA COPY

June 24, 1919.

CLAIM OF COLORED TRAIN PORTERS ON THE G. S. & F. RAILROAD FOR CLASSIFICATION AS PASSENGER TRAIN BRAKEMEN AND BRAKEMAN'S RATE UNDER GENERAL ORDER NO. 27.

STATEMENT OF FACTS

Will Holt, Tifton, Ga., states that he was employed by the G. S. & F. Railroad in 1909 as a freight brakeman, being promoted four years later to passenger train brakeman. He states that when General Order No. 27 was applied, he and other colored employes doing similar work were classified as Pullman car porters whereas they are colored passenger train brakemen, doing the following work:

Opening and closing switches;
Coupling and uncoupling cars and engines;
Using lamp and hand signals;
Coupling and uncoupling steam hose and safety chains;
Picking up cars; and
Brassing cars.

For this service they receive $3.49 and $2.29 per trip of 262 and 105 miles respectively, or a monthly salary of $68, whereas flagmen doing similar work receive $120. On May 1, 1919, he was ordered to stop giving signals, cutting off engines and switching cars, and instead, to handle supply boxes, baggage, and brass cars. This, he asserts, was done to evade paying him back pay under Supplement No. 12 to G. O. No. 27. On taking the matter up with the General Superintendent he was advised that the railroad had placed the following interpretation on Supplement No. 12:

> "Where there is no white flagman or white brakeman on a train and a negro porter does the flagman's work he should get brakeman's rate.
>
> On trains having white brakemen or white flagmen and a negro porter, the porter should only be paid the proper porter's rate."

EMPLOYE'S POSITION: That he is entitled to difference in salary between rate received as train porter and passenger train brakeman's rate, from January 1, 1918 to May 1, 1919; citing Article VI of General Order No. 27 and Supplement No. 12 thereto.

RAILROAD'S POSITION: That since receipt of Regional Director's letter of April 11, reading in part as follows:-- "It has been understood in certain regions that on trains having white brakemen or white flagmen and a negro porter, the porter should be paid only the porter's rate. This is proper providing the porter is not required to perform <u>any</u> of the duties of a brakeman", these instructions have been followed, and that claimant is not required to do brakeman's work-- being assigned to a passenger train which is manned by a conductor, flagman and baggagemaster-- and that as he is doing porter's work, he is only entitled to porter's pay. (See letter of Federal Manager Coapman dated June 9, 1919)

MBB

UNITED STATES RAILROAD ADMINISTRATION
DIRECTOR GENERAL OF RAILROADS

SOUTHERN REGION

SOUTHERN RAILROAD LINES
AND ASSOCIATED RAILROADS

E. H. COAPMAN.
FEDERAL MANAGER

OFFICE OF FEDERAL MANAGER

E-38-11-a

WASHINGTON, D. C. June 13, 1919.

DIVISION OF LABOR.

JUN 14 1919

Mr. J. A. Franklin,
Assistant Director, Division of Labor,
United States Railroad Administration,
Washington, D. C.

Dear Sir:

Your letter of June 11th, file E-38-11-a:

We had previously received instructions contained in Mr. Tyler's letter of April 7th, and are following them.

I assume you have now received my letter of June 9th in reply to yours of May 17th, concerning the complaint from William Holt.

Yours truly,

E. H. Coapman

Federal Manager.

June 11, 1919

E-38-11-a

FILE

Mr. Will Holt,
R. F. D. 6, Box 1,
Tifton, Ga.

Dear Sir:

This will acknowledge the receipt of your letter of May 29, with further reference to the application of Supplement #12.

I gave you certain suggestions in my letter to you of April 12, copy attached.

Please be advised that in view of the letter of the general superintendent to you of April 12, I am taking this matter up with the Federal Manager.

Very truly yours,

J. A. Franklin

COPY

7-1178

Form G-77.

2—3375

FILE

June 9, 1919

E-38-11

Mr. Will Holt,
R. F. D. #6, Box 11,
Tifton, Georgia.

Dear Sir:

Under date of May 17 I advised you that I was taking your case up with the Federal Manager, and just as soon as I have anything definite from him I will advise you.

Why do you not let sufficient time go by so that I may handle the case without writing in here? There is no use in agitating the matter while it is under investigation. You will not be forgotten.

Very truly yours,

J. A. Franklin

COPY

7-nwg

Form G-77.

2—8073

FILE

June 11, 1919

E-38-11-a

Mr. E. H. Coapman, F. M.,
Ga. Sou. & Fla. Ry.,
Washington, D.C.

Dear Sir:

I am in receipt of a complaint from Mr. Will Holt, R. F. D. #6, Box 1, Sexton, Ga., to the effect that Supplement #12 is not being applied to train porters doing the work of brakemen.

I attach hereto a copy of letter sent out by the Central Administration dated April 7, and signed by W. T. Tyler, Director of the Division of Operation, to all Regional Directors, with reference to the application of this supplement.

Will you please go over this letter and in the light of the information it gives you advise me what Mr. Holt and his associates may expect with regard to the application of Supplement #12 to the service they are rendering.

Very truly yours,

J. A. Franklin

COPY

2—3375

Form G-77. 7-RWS

COPY

April 7, 1919

GENTLEMEN:

Referring to the exchange of correspondence with Regional Directors Aishton, Bush, Holden, Maher and Winchell regarding Supplement No. 12 to General Order No. 27:

The intent of this supplement is to require the payment of the brakemen's rate whenever the brakemen's duties are performed by the train porter. The supplement plainly states that it shall not curtail the duties of employes heretofore classed as "train porters" so that there should be no question about these employes continuing to perform the train porter's work even though paid the brakemen's rate.

It has been understood in certain regions that on trains having white brakemen or white flagmen and a negro porter, the porter should be paid only the porter's rate. This is proper providing the porter is not required to perform any of the duties of a brakeman. If he is required by orders of the management to perform the duties of a brakeman, notwithstanding there may be other brakemen or flagmen on a train, he should be paid the brakemen's rates.

In order to clearly cover the matter and avoid improper claims under this rule, instructions limiting the duties of train porters on trains where white flagmen or white brakemen are employed should be issued so that it will be clearly understood that the colored porter is not required to perform any of the duties of brakemen or flagmen. The instructions should be carefully worded so as to not relieve colored porters of the duty of flagging in an emergency or when the safety of the train requires that they do it.

Yours very truly,

Sgn- W. T. TYLER

Mr. R. H. Aishton, Chicago, Ill.
Mr. B. W. Bush, St. Louis, Mo.
Mr. Hale Holden, Chicago, Ill.
Mr. N. D. Maher, Roanoke, Va.
Mr. B. L. Winchell, Atlanta, Ga.

Copy to Mr. A. H. Smith, New York, N. Y.
Mr. C. H. Markham, Philadelphia, Pa.
For your information.

O-18

E-38-11-a

UNITED STATES RAILROAD ADMINISTRATION
DIRECTOR GENERAL OF RAILROADS

SOUTHERN REGION

SOUTHERN RAILROAD LINES
AND ASSOCIATED RAILROADS

E. H. COAPMAN.
FEDERAL MANAGER

OFFICE OF FEDERAL MANAGER

DIVISION OF LABOR.

WASHINGTON, D. C. June 9, 1919..

JUN 10 1919

Mr. J. A. Franklin,
Asst. Director, Division of Labor,
Washington, D. C.

Dear Sir:

Yours May 17th, file E-38-11-A, concerning a complaint made by William Holt, of Tifton, Ga.

This man was originally employed as brakeman on October 18, 1909; he worked a short time and then left the service. Employed on September 1, 1911 as train porter and since that time has always acted as such, being assigned to a passenger train which is manned by a conductor, flagman and baggagemaster in addition to the porter who is not required to do brakeman's work.

Yours truly,

E. H. Coapman

Federal Manager.

96941

June 2, 1919.

Dear Sir:

This will acknowledge receipt of your letter of the 29th ult., to the Director General urging that train porters be granted an increase in wages.

Your letter is being referred to Mr. W. S. Carter, Director, Division of Labor, for consideration.

Sincerely yours,

(Signed) M. B. C.

Mr. Will Holt,
R.F.D. 6-Box 1,
Tifton, Ga.

C/M

Tifton Ga.
May 22 1919

Mr. H. S. Carter. E 38-11 DIVISION OF LABOR.

Director of Labor Division.
Washington D.C.

MAY 26 1919

Dear Sir

I and writing you again in Regards of my Pay. I have never Received the Increase as yet that have been Ordered. I have been working Every Since the Government taken Charge of the Road for $2.29. two & twenty nine cent a Day for a Hundred & Five Miles. & $3.49. three Dollars & Forty nine cts for 262 miles a Day. Mr. Carter there is Something wrong. They want Pay we Passenger train Brakeman that money there is Something wrong about

our Pay. Now they have stop us
From giving Signal & cutting
off. Engine, Couple & uncouple air
Hose But says we must Handle
Baggage & Brake Cars & geh Coal
& take Care of Surplies Bot. that
is in Order to Keep from giving
us the Last Increase, Mr. Carter
when I was hired to the G S & F.
I was Hired as Freight train
Brakeman, Now they have taken
my Right from me & others, they
have set I. & others Back since
May the 1st, I want know from
you how Can they do such as that
I am sending you a statement
showing you that I was a
Brakeman, Enclose you will
find same.

Mr. Carter,

wishing here from you in regards of this matter as I being Chirman of G.S.&F. for the Colored trainman.

Will Holt Chirman
of G.S.&F. R.R. of the R.M.S.A.A.
B. Assn.

Address all letter To,

Will Holt, Tifton Ga
R.F.D 6 Box 1 — Contts { Frank Butler
Walter English

Tifton Ga.

May 29-19

E-38-11-OC

OFFICE OF DIRECTOR GENERAL OF RAILROADS

16941

DIVISION OF LABOR

Mr W. D. Hines.

Director General of Rail Roads.

Washington D.C.

JUN 2 1919

JUN 2 1919

Dear Sir,

Will you Please tell me Why we train Porter, have not Received the Increase of Pay. Are we entitle to it or not.

Mr. Hines, we are having a hard Time taying to get our Increase. Every Employees, Except us have Received the Scale of Pay. but the train Porters. we have only gotten, a small Increase Amount of $68.00 Sitty Eight Dollars a month. that have been our Salary Ever Since the Government taken Hold of the Roads. Mr. Hines on the May the 1st 1919. they taken our Keys from us to keep from Paying the Porter. the Last Increase.

Mr. Hines, we have to take care of the Duffly Boxes, & Draw Duffly for the movement of train Load & unload, Baggage, Coal Engine, Clean up Flagman Light; but still we are not Entitle to the Increase of Pay they have been some one stealing us out of they Pay. Mr Hines, I & others Porters, who have serve in Freight Service as Brakeman for 10 & 20, years and was Promoted as Passenger train Brakeman, have been set now as Porters, Mr. Hines, our Right have been taken from us on account of the Increase of Pay the Goverment have Give us, so that we could live & take Care of Famialy, but the Salary we are getting have put us in bad Condision, Mr. Hines, I hope to hear from you soon in Regards of this matter I want to know is $68.00 — a Month is all you paid for the Porter to Received

We beg
to Remain
Yours
Respectifully
Mrs. S. B. S. Wesa
Committee of the G. S. F. R. B.
Frank Butler
Walter English
Will Holt Chairman

Address all Mail
To. Will Holt
Tifton Ga
R. F. D. 6 - Box 1

May 17, 1919.

File E.35-11-A

Mr. E. H. Coapman,
Federal Manager, G.S.& F. R.R.,
Washington, D. C.

Dear Sir:

I am in receipt of complaint from William Holt, Tifton, Ga., to the effect that he has not been properly treated.

He states that when he was employed by your road, he went to work as a freight train brakeman, and was in freight service for four years; then he was promoted to passenger train brakeman, and worked as such until May 1, 1919, when he was ordered to stop giving signals, cutting off engines and switching cars. It is his assertion that this was done to keep from paying him back pay under Supplement No. 12 to General Order No. 27.

He states he has been ordered to handle supply box material, mail and baggage, and brass cars.

Please investigate this man's complaint and advise me what treatment he has received from January 1, 1919, with reference to rate of pay applicable to such work as he may have been doing.

Yours truly,

J. A. Franklin

Form G-77.

2—8375

T.HBB

Copy to Mr. B. L. Winchell, Regional Director.

FILE COPY

May 17, 1919.

File B-38-11-A

FILE

Mr. Will Holt,
Tifton, Georgia.

Dear Sir:

This will acknowledge receipt of your letter of May 7, addressed to Mr. W. S. Carter, with further reference to your classification and back pay due you from the G. S. & F. Railroad.

Please be advised that I am taking your case up with the Federal Manager, and on receipt of his reply will advise you.

Yours truly,

J. A. Franklin

COPY

7-HBB

Form G-77.

2—3075

May 13, 1919.

E-38-11-A

Mr. Frank J. Butler,
1144 Broadway Street,
Macon, Ga.

Dear Sir:

This will acknowledge receipt of your letter of April 30th, with reference to the rate of pay you were receiving as a colored porter.

It is my understanding that you were employed on the G.S.& F.R.R.

I have had a communication from Mr. Will Holt, R.F.D. #6, Box 1, Tifton, Ga. whom you probably know and answered him as follows:

"With further reference to your complaint that certain colored brakemen are not receiving the same rate of pay white men are receiving.

"I attach hereto a copy of General Order No. 27, from which you will see that if the employes benefited thereby received varying rates of pay at the time when the order was based, their rates would vary after its issue. There is nothing in the order to do away with differentials already existing and this means that if white brakemen formerly enjoyed a higher rate of pay than colored brakemen they would continuette do so.

"I give you below a talulation which will show that the application of the wage order in question works out exactly the same percentage of increase for white men as for colored and no injustice has been done.

	Minimum day rate prior to application G.O.27.	Minimum day rate after application of G.O.27.	Percentage of increase.
White Brakemen----------	$2.70	$3.79	39.8%
Porters----------	1.48	2.06	39.8%

Frank J. Butler.

I give you the above information, inasmuch as the situation he is in and that in which you find yourself are parallel.

Yours truly,

J. A. Franklin

7-gh

DI... LABOR.

7 E 38 File

May 7 - 1919

Mr. W. S. Carter.
Director Division of Labor,
Washington D. C.

MAY 14 1919

Dear Sir.

I don't understand why I am Class as a Pullman Car Porter. Mr Carter. When I hired to the G.S.&F. RR. I was hired as a Freight train Brakman. I run in Freight service for 4 years. And than I was Promoted to the Passenger train, as a Brakeman. up untill May the 1st 1919. Mr Carter that Took as hard sch back. I my self have been working this Company for 8 or 9 years. Since Goverment have taken over the Road. We as Colord Passenger train Brakman have never Received the Scale of Pay yet. Mr. Carter, I have Received only

a small Increase, Mr. Carter.
On the 1st of May this month we
have been order to stop given
signal & Cutting of Engine & Switch-
ing Cars, that is done to keep
from Paying us the Back time they
owe us from Janary 1ish 1918 to May
the 1ist 1919. Mr. Carter they have
Paid me some of my back time
but not all of it as yet. Mr. Carter
S. have been order to handle
the Supply Box & Mail & Baggage
& Brass Cars, If that be true then
we are Entitle to same Pay as the
Flagman. Mr. Carter the C. of G R.R.
is Paying there Passenger train Brake
man. & we Cannot (understand) Why the G.S.&F.
have not Paid we Colored Passenger
train Brakeman. Mr Carter. Some
one have taken we Colored Passenger
train. Brakeman Right a way
From us, For some Cause.
Mr. Carter I would like case

3

of our to be settle some way.
we are not being treated Right
by some Cause, Mr Carter.
I have taken the matter up with
my Representative, of my Organizat-
ion.

Hoping to hear from at
an Early Date,

Yours
Respectifully
Will Holt.
Tifton, Ga.

May 6,1919.

E-38-11-A

Mr. E. H. Coapman,
Federal Manager, Sou.RR,
Washington,D.C.

Dear Sir:

I wish to thank you for your favor of May 2nd with reference to the complaint of certain colored brakemen to the effect that they are not receiving the rate of pay authorized under General Order No.27.

Yours truly,

J. A. Franklin

7-AR

May 6,1919.

E-38-11-A

Mr. Will Holt,
R.F.D. #6,Box 1,
Tifton,Ga.

Dear Sir:

With further reference to your complaint that certain colored brakemen are not receiving the same rate of pay white men are receiving.

I attach hereto a copy of General Order No.27 from which you will see that if the employees benefited thereby received varying rates of pay at the time when the order was based, their rates would vary after its issue. There is nothing in the order to do away with differentials already existing and this means that if white brakemen formerly enjoyed a higher rate of pay than colored brakemen they would continue to do so.

I give you below a tabulation which will show that the application of the wage order in question works out exactly the same percentage of increase for white men as for colored and no injustice has been done.

	Minimum day rate prior to application GO 27	Minimum day rate after application of GO 27	Percentage of increase
White brakemen.....	$ 2.70	$ 3.79	39.5%
Porters.....	1.48	2.06	39.5%

Yours truly,

J. A. Franklin

V-AR

UNITED STATES RAILROAD ADMINISTRATION
W. G. McADOO, DIRECTOR GENERAL OF RAILROADS

SOUTHERN REGION

SOUTHERN RAILROAD LINES
AND ASSOCIATED RAILROADS

C. R. LOYALL,
ASSISTANT FEDERAL MANAGER.

E-38-11-a

WASHINGTON, D. C. May 2, 1919.

DIVISION OF LABOR

MAY 3 1919

Mr. J. A. Franklin,
Asst. Director, Division of Labor,
Washington, D.C.

Dear sir:-

Your favor of the 28th ultimo in regard to complaint from certain colored brakemen to the effect that they are not receiving the rates of pay authorized under General Order No. 27.

The following is a comparison of the rates paid white brakemen and porters prior to and after the application of the provisions of General Order No. 27:

	Minimum day rate prior to application GO 27	Minimum day rate after application of GO 27	Percentage of increase
White brakemen.....	$ 2.70	$ 3.79	39.5%
Porters.....	1.48	2.06	39.5%

I attach copy of letter from the Regional Director under date of April 11th, and we are being governed by these instructions.

Yours truly,

E. H. Coapman
Federal Manager.

(COPY)

UNITED STATES RAILROAD ADMINISTRATION

SOUTHERN REGION

Atlanta, Ga., April 11, 1.
File 1521-72-3.

Mr. E. H. Coapman, Federal Manager, Washington, D. C.
and Others.

Gentlemen:

Referring to exchange of correspondence relative to application of Supplement No. 12 to General Order No. 27.

The intent of this Supplement is to require the payment of the brakemen's rate whenever the brakemen's duties are performed by the train porter. The Supplement plainly states that it shall not curtail the duties of employes heretofore classed as "train porters", so that there should be no question about these employes continuing to perform the train porter's work even though paid the brakemen's rate.

It has been understood in certain regions that on trains having white brakemen or white flagmen and a negro porter, the porter should be paid only the porter's rate. This is proper providing the porter is not required to perform <u>any</u> of the duties of a brakeman. If he is required by orders of the management to perform the duties of a brakeman, notwithstanding there may be other brakemen or flagmen on a train, he should be paid the brakemen's rates.

In order to clearly cover the matter and avoid improper claims under this rule, instructions limiting the duties of train porters on trains where white flagmen or white brakemen are employed should be issued so that it will be clearly understood that the colored porter is not required to perform any of the duties of brakemen or flagmen. The instructions should be carefully worded so as to not relieve colored porters of the duty of flagging in an emergency or when the safety of the train requires that they do it.

Kindly acknowledge receipt and understanding.

Yours truly,

(S) B. L. Winchell.

Regional Director.

April 30, 1919

E-38-11-a

Mr. Will Holt,
R. F. D. #6,
Tifton, Ga.

Dear Sir:

This will acknowledge the receipt of your letter of April 23, with reference to the fact that you were classified as Pullman car porter whereas you claim to be colored brakeman.

I attach hereto a copy of Supplement #12 to General Order #27, and would advise that instructions were sent to all Regional Directors on the 7th inst. that the supplement be applied as issued.

However, if you should feel you are not properly treated under the wage order, I would suggest that you endeavor to adjust the matter personally with your superior officer in the employ of the railroad, and failing a personal settlement that the matter be handled thru your organization, if you belong to an association of railroad employes. If you do not belong to an employes' organization, then I would suggest that a joint statement of facts be prepared in accordance with the provisions of Supplement #6 to General Order #27, copy attached, such statement to be signed by the employes or their representatives, as well as by the railroad officials, and forwarded to this office, when the matter will have prompt attention and an adjustment effected.

Very truly yours,

J. A. FRANKLIN

Assistant Director.

7-RWS

OFFICE PHONE 4266 RES. PHONE 25
HOURS: 9 TO 12 A. M.
2 TO 3, 5 TO 7 P. M.

~~Thomas P. Moore, Phar. M., M. D.~~
FIRST LIEUTENANT UNITED STATES MEDICAL RESERVE
OFFICE: ~~1133 BROAD~~WAY
MACON, GEORGIA

E-38-11-a

DIVISION OF LABOR

M

Macon Ga 4. 30. 19. Broadway # 1144

MAY 6 1919

Mr Franklin dear I am sorry to keep on writin you but please sir give me a writen letter to give this people I drew my pay to day the Flagman run pay him $120.00 me as Brakeman my pay is $68.50 both of us runs 262. or miles open switches give signal couple and un couple air and steam hose

Now mr Franklin if you say that is the right pay for me I am satisfied if they is something wrong at this office which I think they I will take ether steps for the C.R.R. of Ga pays it - he farther says mr Petter that - supplement - # 12 sec 2. is no good but we has no white Brakeman but a white Flagman and one negro Brakeman

yours as ever

Frank J. Butler Brakeman

April 28, 1919

E-38-11-A

Mr. E. H. Coapman, F. M.,
Southern Railroad,
Washington, D.C.

Dear Sir:

I am in receipt of a complaint from certain colored brakemen of your road to the effect that they are not receiving the rates of pay authorized under General Order #27, and Mr. F. J. Butler, 1144 Broadway St., Macon, Georgia, one of the complainants, writes me that he expects to be in Washington to discuss the matter, on May 6.

We have had quite a correspondence with these men and suggested to them that the matter be handled in accordance with the provisions of Supplement #6 to General Order #27, but they do not seem to be able to get any satisfaction.

So that I may have information in the matter, will you advise me how these men were taken care of under General Order #27, and give a comparison as to the rates of pay they received together with those paid white brakeman, and also advise me as to what has been done with regard to the application of Supplement #12 to the positions they hold.

Very truly yours,

J. A. FRANKLIN

Assistant Director.

7-mwa

copy to B. L. Winchell, Regional Director

April 28,,1919

E-38-11-a

Mr. F. H. Butler
1144 Broadway,
Macon, Ga.

Dear Sir:

With reference to previous correspondence covering application of the wage orders to colored brakemen, I note that you intend to be in Washington on May 6.

I do not think this will be necessary inasmuch as I have taken your case up with the Federal Manager of your road and would suggest that you delay your trip to Washington until I have his reply, and it may be that at that time the matter can be straightened out without inconveniencing you to such a degree.

Very truly yours,

J. A. FRANKLIN

Assistant Director.

7-nwa

April 24, 1919.

File E-38-11-A

Mr. F. J. Butler,
1144 Broadway St.,
Macon, Georgia.

Dear Sir:

This will acknowledge receipt of your communication of recent date, with reference to the application of Supplement No. 12 to General Order No. 27.

I am attaching hereto a copy of the supplement in question which is the same thing as a written order. Of course, it does not mean that if you are not entitled to the rates of pay in question, you should receive them, but if you are, they should be applied.

In view of the above, if there are any injustices in or misapplications of this wage order, I would suggest that you endeavor to adjust the matter personally with your superior officer in the employ of the railroad, and failing a personal settlement, that the matter be handled through your organization; should you not belong to one, I would suggest that a joint statement of fact be prepared in accordance with the provisions of Supplement No. 6 to General Order No. 27, copy attached, upon receipt of which in this office the matter will have prompt attention, and an adjustment be effected.

Very truly yours,

J. A. FRANKLIN

Encs.
J-cg

Office of
Director General
of Railroads

C/

E 8-11-A 89959

APR 24 1919

Macon Ga 4.22.19
1144 Broadway st

Mr. W. D. Hines

dear Sir. I dont think you quiet understand the way the G. S. & F. R.R. officers us streating us there for & have arrang to bee at yours & Mr Carters office in Washington D.C. May the 6. 1919 to lay the Matter before you all face to face

DIVISION OF LABOR.
APR 24 1919

Yours as
F. J. Butler
Brakeman

C/ E 78/11 a

DIVISION OF LABOR.

Tifton Ga.
April 22-19

Mr. W. S. Carter.
Director Division of Labor

APR 25 1919

Dear Sir

We as Colored Passenger train Brakeman, Dont understand why we are Class as Pullman Car Porter, we are not of that Class. We, are Colored Passenger trainmen, We Perform all Duty that are required of the trainmen Mr. Carter, We uncouple Engine & Steam Hose, & Air Hose Safty Chain & Pick up Cars & Couple & Brass Cars, Please tell me why we dont recevied the Pay as General Order # 27 Article 6.

Mr. Carter, are we intitle to the same as the white Flagman we also open & close switches. Mr. Carter we would like for you to me show is the C.N.G. is paying there Colored Passenger train Brakmen, as same as they white Flagman, & we are doing the same work as they Colored Passenger Brakeman are doing. Mr. Carter we Colored Passenger, train Brakeman Cant understand why they want pay us our money as it have been order to be paid, Mr. Carter all of these duety we perform on the G.S.&F.R.R. Please let me know at once

Whether we are to Received
the same as Article 6 General
Order 27. If so let me at once
I Remain.

Yours
Respectifully

Will Holt
Tifton

88492

April 27, 1919.

Dear Sir:

I am acknowledging for the Director General your letter of the 15th inst., with regard to your belief that you are entitled to the Flagmen's rate of pay.

Your letter is being referred to Mr. W. S. Carter, Director, Division of Labor, for attention.

Sincerely yours,
(Signed) M. B. C.

C/M
Mr. F.J. Butler,
1144 Broadway St.,
Macon, Georgia.

88701

April 17, 1919.

Dear Sir:

This will acknowledge receipt of your letter of the 12th inst. alleging that General Order No. 27 does not apply to colored passenger brakemen and flagmen on the Georgia, Southern and Florida Railroad.

Your letter is being referred to Mr. W. S. Carter, Director, Division of Labor, for attention.

Sincerely yours,

(Signed) M. B. C.

Mr. Will Holt,
Tifton, Ga.

C-W

E 38-11-A 88492

4.15.19

OFFICE PHONE 1266 RES. PHONE 2542-J
HOURS: 9 TO 12 A. M.
2 TO 3, 5 TO 7 P. M.

Thomas P. Moore, Phar. M., M. D.
FIRST LIEUTENANT UNITED STATES MEDICAL RESERVE
OFFICE: 1133 BROADWAY
MACON, GEORGIA

Office of Director General of Railroads

~~E 38-11~~

APR 17 1919

Mr Hinder Dear Sir
Washington D.C

we as Train Brakeman write you again
Mr W.P. Petton Sayes he will not pays
us flagman pay unless a Writen letter
from you So please sir write me a letter to give
him he Sayes the serbers is no good to him
the Flagmans get $1200.00 for the 262 miles run
and the Brakeman get $68.00 you will enclose
find a letter he give me to attach to mine
yours truly F.J. Butter

1144 Broadway St

Macon Ga

DIVISION OF LABOR.
APR 17 1919

GEORGIA SOUTHERN & FLORIDA RAILWAY COMPANY

Macon, Ga., April 12th 1919 cc-

Will Holt:
Frank Butler:
Walker English:
John Ross:

Referring to your request that passenger brakemen's rate be paid you, who are employed as passenger train porters.

The interpretation I have of Supplement No. 12 to General Order No. 27 is that where no flagman is employed the porter is paid flagman's rate of pay. On trains where flagmen are employed porters are paid train porters' rate, which are as follows:

Trains Nos. 1, 2, 3, 4, 32 and 33 and round trip on Nos. 37 and 38, $3.49 per trip - overtime rate 26½ cents per hour. Trains Nos. 5 and 6, 11 and 12, 13 and 14, $2.29 per trip - overtime 26½ cents per hour.

These are the rates that are now in effect and are being allowed you for the service you are performing.

H. P. Alen
General Superintendent.

GEORGIA SOUTHERN & FLORIDA RAILWAY COMPANY

Macon, Ga., April 12th 1919 cc-

Will Holt:
Frank Butler:
Walker English:
John Ross:

Referring to your request that passenger brakemen's rate be paid you, who are employed as passenger train porters.

The interpretation I have of Supplement No. 12 to General Order No. 27 is that where no flagman is employed the porter is paid flagman's rate of pay. On trains where flagmen are employed porters are paid train porters' rate, which are as follows:

Trains Nos. 1, 2, 3, 4, 32 and 33 and round trip on Nos. 37 and 38, $3.49 per trip - overtime rate 26½ cents per hour. Trains Nos. 5 and 6, 11 and 12, 13 and 14, $2.29 per trip - overtime 26½ cents per hour.

These are the rates that are now in effect and are being allowed you for the service you are performing.

H. J. Lane
General Superintendent.

88701

C. E 38 1

Office of Director General of Railroads

APR 17 1919

Tifton. G.A.
Apl 15-19

Mr. W.D. Hines.
Director General of Railroads
Washington
D.C.

DIVISION OF LABOR

APR 19 1919

Dear Sir.
Our General Superintendent Mr H.P. Pelter have Faie to Comply with Generae Order 27 + Artice 6. + Suplement # 12. to Generae # 27. Mr Pelter Claim. Where we have Flagm-an. we are to Received Porter Rate of Pay. We also are Sending you. A Rate of Pay they are Paying We Colored Passenger train Brake Man. Mr. Hines. we. Woeld be glad to get Written Statement

Names of the Colored Passenger train Brakeman of G.S.&F. R.R.

Will Holt. Tifton. Ga
F. Butler Macon. Ga
W. English " "
H. Green " "
J. Ross " "
W. Harden " "
W. Vauner " "
R. Clyatt " "
J. Burnett " "
C. Tarver " "
S. Golden. " "
G. Cutts
E. Ford.

We are the ones that are Runing those train that you have this statement from our Supt Mr H.P. Pelter.

Please Send Mail to Me at Tifton. Ga.

of what we Colored Passenger train Brakeman should received For Rate of Pay if you Please, Mr. Pelter, Sir Don't Ignore those Circler & letter you send to Our Committee, Please send us a Written Statement, At Early Date,

I Remain.

Yours Respectifully
Will Holt
Tifton, Ga

April 8,1919.

E-38-11

Mr. Will Holt,
1144 Broadway St.,
Macon,Ga.

Dear Sir:

This will acknowledge receipt of your letter of April 3rd addressed to the Director General with reference to the rate of pay you should receive as colored passenger train brakeman.

I attach hereto a copy of General Order #27 and Supplement #12 thereto. Should, however, any injustices in or misapplications of the wage orders arise, I would suggest that you endeavor to adjust the matter personally with your superior officer in the employ of the railroad and failing a personal settlement, that the matter be handled through your organization, if you belong to an association of railroad employees. Should you not belong to an employees' organization, then I would suggest that a joint statement of facts be prepared in accordance with the provisions of Supplement No. 6 to General Order No. 27, copy attached, such statement to be signed by employees and their representatives, as well as by the railroad officials, and forwarded to this office. Upon receipt of such a statement in this office the matter will have prompt attention and an adjustment be effected.

Yours truly,
J. A. Franklin

J. A. FRANKLIN

7-AR

86266

April 7, 1919

Dear Sir:

I am acknowledging, for the Director General, your letter of the 3rd inst. with regard to the rate of pay of colored passenger train brakemen.

Your letter is being referred to Mr. W. S. Carter, Director, Division of Labor, for attention.

Sincerely yours,

(Signed) M. B. C.

Mr. Will Holt,
1144 Bradway St.,
Macon, Ga.

C-L

86266

E-38-11

Committee
F. J. Butler, Chairman
Walker English
Will Holt Sec.

OFFICE PHONE 4268 HOURS: 9 TO 12 A. M. 2 TO 3, 5 TO 7 P. M. RES. PHONE 2542-J
Thomas P. Moore, Phar. M., M. D.
FIRST LIEUTENANT UNITED STATES MEDICAL RESERVE
OFFICE: 1133 BROADWAY
MACON, GEORGIA

Office of Director General of Railroads

144 Broadway St.
Macon Ga
4/3-1919

APR 5 1919
DIVISION OF LABOR.
APR 7 1919

Mr H. D. Hines.
Director General of Rail Road.
Washington. D.C.

Dear Sir.

We as a Committee have taken up the matter with our General Supt. Mr F. P. Pelter in regards of our Rate of Pay as Colored Passenger train Brakeman & he instructed us where we have white Flagman we would not Received any more Pay. So we as Colored Passenger train Brakeman have not Received the Pay as General Order #27 Article 6. But we stile are Caring out Suflement 12. Mr. Hines we would like to know from you are we stile entitle to General Order 27 article Six. If so write us at once & let us know. Mr Hines we are still performing the same Duties as Order 27 article Six

Suplement 191. 2.

Mr Hines. We as Colord Passenger train Brakeman, are Open & Closing switches Coupling & unCoupling Cars & Engine Atach using Lamp signal & hand signal. As same the Flagman, but not Receiving the same Pay as the white Flagman. They have Curtail our Rate of Pay. as General order 27 & article six. We are sending you a statement from our General Supt. Mr F.P. Pelter of the G.S.&F.R.R. that he Cannot Pay us Flagman Pay where we have Flagman on Passenger train that we are Running. We dont understand how the C of G. is Paying there Colored Passenger train Brakeman the same as the white Flagman & we dont Received the same Mr Hines. We understand that the Freight train Colored Brakeman are getting the same as the white Flagman & there are no Different in there Pay. & we want to know why we are not getting the same Pay that has been Approated for us.

Yours Respectifully
Will Holt
#1144 Bradway St. Macon Ga

Macon, Ga., April 3rd 1919 cc-

Will Holt:

Referring to conference with you and committee representing train porters today.

The interpretation of Supplement No. 12 to General Order No. 27 by our Company is as follows:

"Where there is no white flagman or white brakeman on a train and the negro porter does the flagman's work he should get brakeman's rate.

On trains having white brakemen or white flagmen and a negro porter, the porter should only be paid the proper porter's rate.

I therefore, cannot pay the brakeman's or flagman's rates on trains where there is white brakemen or flagmen.

General Superintendent.

March 17,1919.

E-38-11

Mr. Will Holt,
Tifton, Ga.

Dear Sir:

This will acknowledge your letter of March 13th, with reference to the application of Supplement No. 12 to cover train porters.

Where there are any injustices in or misapplications of the wage order arising, I would suggest that you endeavor to adjust the matter personally with your superior officer, failing a personal settlement that the matter be handled thru your organization, if you belong to an association of railroad employees. Should you not belong to an employees' organization, a joint statement of fact should be prepared in accordance with the provisions of Supplement No. 6 to General Order No. 27, copy attached. Upon receipt of such a statement in this office, the matter will be adjusted.

Yours truly,

J.A. FRANKLIN

7-GH

E 98-1 Tifton, Ga.
3/13-19

Mr W. S. Carter,
Director, Division of Labor,
Washington, D.C.

DIVISION OF LABOR.
MAR 15 1919

Dear Sir,
We as Colored Passenger Train Brakeman, have not Receive General Order No 27 + Article 6, + Supplement - No 12, From the G.S.+F.R.R. As it was Ordered, We have taken the Matter up with our Official + they say we that have Flagman shall Receive the Pay of $68.00 Per Month, + those that have no Flagman on there train, will receive Flagman Pay. Mr Carter, we would like to be Advise whether that's Correct; Mr. Carter, where we have Flagman on the Passenger train we have to do Part there work such as Cleaning up there Light +

Drawing Surplies, there are some
of the Flagman, dont want to
any thing, but to Draw there
Money & to make we Poor Colored
Brakman do there work, Mr Carter
I want to know, if that right
for we Brakemans to be treated
in that style, Mr. Carter the C of
G. R.R. Running into macon & out
of macon, are Paying they Colored
Passenger Brakeman as same
as the White Flagman, but the
G.S.&F. R.R. out of macon are not
Paying us as General No 27. Article
6. Mr. Carter we Passenger Brakman
are still working on the on the Order
of Supplement 12. But Offical have
to Apply, as it has be Ordered. Please
let me hear from you as early
as Possible, in Regards of this matter
we Cant live out of what they
are Paying us as high as Provision

are, now,

3

We, Remain
Yours Respectifuly
Will Holt- Sec:
Frank Butler
Walter English
George Cutts
Simon Hick
Lawyer Brown,
Committee.

Write me at Tifton, Ga
Will Holt,

we trust- this will be settle when we, here from this Division of Labor

Dec. 16, 1918.

File M-38-11

Mr. Will Holt,
R. F. D. 6, Box 1,
Tifton, Ga.

Dear Sir:

This will acknowledge receipt of your letter of the 9th inst. addressed to Mr. W. S. Carter, Director of the Division of Labor, with further reference to back pay claimed to be due you as colored passenger train brakemen under General Order No. 27.

Back pay did not accrue to every railroad employee under General Order No. 27. If the rate of pay an employee received Jan. 1st, 1918, before the issuance of the wage order, was in excess of rate granted by the wage order or the equal of same, of course, back pay would not accrue, but if it was less then back pay would accrue for the difference. So that you may determine whether you have been justly treated in this respect, or not, I am attaching a copy of General Order No. 27.

If any injustice in or misapplication of the wage order has arisen, I would suggest that you endeavor to adjust the matter personally with your superior officer in the employ of the railroad and failing a personal settlement, that the matter be handled through your organization, if you belong to an association of railroad employees. Should you not belong to an employees' organization, then I would suggest that a joint statement of fact be prepared in accordance with the provisions of Supplement No. 6 to General Order No. 27, copy attached, such statement to be signed by employees and their representatives, as well as by the railroad officials, and forwarded to this office. Upon receipt of such a statement in this office the matter will have prompt attention and an adjustment be effected.

Very truly yours,

J. A. FRANKLIN

Assistant Director.

2-McC
Enc.

LABOR

6-8-11

Tifton, Ga.

12/9-18

DEC 12 1918

Mr. W.S. Carter
Director of Division Labor.
Washington D.C.

Dear Sir,

Your letter of the 18 October, was Received on the Regards of the Colored Passenger train Brakemen we, Colored Passenger train Brakemen, have not been able to Received Pay on General Order 27, Please tele me why we have not Received the Proper increase as General Order 27 give us.

Mr. Carter we Colored Passenger train Brakeman are working in the same Capacity as the White Flagman, but we are not Receiving the same Pay as general Order 27, Page 23. Article 6, Mr. Carter we Colored Passenger, train Brakeman have not Received the Scale of Pay from June 18, up untill Dec. 1st 18, we are Due Six month Pay on the new Scale of wages, Mr Carter we are not making Enough to live on and Support our Familiy at the high Cost of Living. our wages arrange to $69.70 to 70.00 Per month

taken Out-$5.00 five Dollars
a month for Liberty Bond.
y. The High Cost of Living it
leave we Colored Passenger
train Brakeman in Deffi-
Ever Month, Mr Carter we
Colored Passenger train
Brakeman are the lowest-
Paid Employee, working for
the Government; Please let-
me hear from you by Return
Mail, Irregard of our Wages
we are not treated Right.

Yours
Respectifully
Will Holt
R.F.D. 6 Box 1

October 18, 1918.

Mr. Will Holt,
R. F. D. #6, Box Nolln
Tifton, Ga.

Dear Sir:

Your letter of October 14th to the Director General, has been referred to this Division.

I am attaching you herewith copy of General Order No. 27, from which you can obtain the rate of wages you should receive. You will note from this Order that back pay for employees in your class is only paid for the difference in your rates of December, 1915, and those granted under General Order No. 27 and not for the further increase to make your wages equal to those of white employes.

If after reading this Order you are still of the opinion that you are not receiving wages to which you are entitled, I will be pleased to handle the matter further upon advice.

Very truly yours,

W. S. CARTER

6-MBL

500.00 acc. ins.

CONTINENTAL CASUALTY COMPANY

General Offices: 1003 Michigan Avenue, Chicago

ACCIDENT 500 HEALTH None

Name William W. Holt

Occupation Fst Brakeman

Premium 27.00 Form Policy 2365

Month		Amount
Aug	1913	$ 6.75
Sept	1913	$ 6.75
Oct	1913	$ 6.75
Nov	1913	$ 6.75
	191	$

Insurance takes effect June 1st 1913

Selling Agent's Name

G. Nieman & Figaes

RF&D. 6-Box 1 45249

DIVISION OF LABOR.

Tifton, Ga E38-14

10-14-18

Mr H. G. McAdoo.

Director General of Railroad

OCT 17 1918

OCT 17 1918

Dear Sir: I as a Colored, Passenger Train Brakeman, For the G.S.&F. Rail Road are Not being Paid on general Order 27. & have Not Received the Amount of Pay as the Order 27 Call for, as Colored Passenger train Brakemen we are Not getting the same Pay as the White Passenger train Flagman. Mr. McAdoo, will you Please tell me why we does Not Received the same Pay. Your Instruction have Not been Carried On Our Part, as Passenger train Brakeman Mr. McAdoo. 1915 I was Making $1.43 for Passenger train, Brakeman. and 1918 January 1st they give me a 21¢ Raise which made me get up untill May 28th 1918. $1.64 for Passenger train Service, After the New Raise they only give me a 65¢ Raise On a $1.64 which made me $2.29 Per day for Passenger train Service. & my Back time was $83.00 for 5 month, I want to Know if you Please have I received the Correct Pay & are there any more Back time for me, If there are any. Please let me hear from you as I am Not getting any thing for my Labor they have Not Paid me On General Order 27.

I Remain Yours Respectifull

Hill Holt Colored Brakeman

A. Hill
J. W. Lyons
John L. Lung.

ATLANTIC COAST LINE RY

ONFERENCE RE COLORED TRAIN PORTERS.

E 35.1 A1

Volume No.
From
To

LABOR
OFFICE OF COMPTROLLER

June 23, 1919.

CLAIM OF COLORED TRAIN PORTERS ON ATLANTIC COAST LINE R.R. FOR CLASSIFICATION AS PASSENGER BRAKEMEN OR FLAGMEN UNDER SUPPLEMENT NO. 12.

STATEMENT OF FACTS

Colored Train Porters on the main line of the Atlantic Coast Line R.R. state that in addition to their duties as train porters they are required to perform the following brakemen's duties:

> Inspect cars and test signal and brake apparatus for the safety of train movement;
> Use hand and lamp signals for the protection and movement of trains;
> Open and close switches;
> Couple and uncouple cars and engines and the hose and chain attachments thereof;
> Compare watches when required by rule; and
> Brass and pack hot journals when necessary.

They further state that they are only receiving porters' pay— there being a white flagman on the rear of trains, and instructions of the Company reading as follows:

> "Where there is no white flagman or brakeman on a train and the Negro porter performs the flagman's or brakeman's work, he will be paid the brakeman's rate. Where there is a white brakeman or white flagman and a Negro porter on a train, the porter will, of course, be paid the porter's rate."

EMPLOYES' POSITION: That they should be classified as passenger-brakemen or flagmen, according to Supplement No. 12 to G. O. No. 27, and receive brakemen's rate of pay.

RAILROAD'S POSITION: That instructions have been issued, in accordance with Mr. Tyler's letter of April 7 to Regional Directors, as follows:

> "On trains on which there is a white brakeman or flagman, the train porter will be paid only the porter's rates, provided he is not required by the orders of the Management to perform any of the brakeman's duties.
>
> Where a colored train porter is required by the orders of the Management to perform the brakeman's duties, he is paid at brakeman's rates, even though there is a white flagman or brakeman on the same train.
>
> On trains where there is no white brakeman or flagman, and the colored porter is required to perform the duties of the brakeman, he will be paid the brakeman's rate."

That while it is true that occasionally a conductor instructs the colored porter to perform certain brakeman's duties, it is done without authority or direction of the management, and brakeman's rates are not applied in such cases.

MBB

909 Fifth St.

Augusta Ga. April 8 " 1919

Hon W. S. Carter
Director Division of
Labor
Washington D.C.

LABOR. APR 10 1919

Sir: About three weeks ago I filed with you the sworn petition of Arthur B. Hill for himself individually and for his fellow porters - Non passenger brakemen - for relief in their wages as provided in Supplement Number 12 Schedule, rendered December 2" 1918. They are employed on the Main line of the Atlantic Coast Line Rail Road and their daily duties cover more than the described duties of a passenger brakeman. I will be greatly obliged if you advise of what action you have taken for the relief of these hard working men.

Most Respectfully
J. W. Ford
Atty.

Left by
Mr. Lyons

CITY OF WASHINGTON: SS

DISTRICT OF COLUMBIA

Personally appeared before me Arthur B. Hill, residing at 914 North 32nd Street, Richmond, Va., who being duly sworn deposes and says:

That he is a Porter now designated as a passenger-brakeman or flagman under Supplement Order #12 to General Order #27 issued by Director General of Railroads December 2, 1918, and that he runs on the main line of the Atlantic Coast Line Railroad between Richmond, Va., and Florence, S. C., and he has been employed in this capacity quite a number of years on said Road.

2. The deponent says: in addition to the duties of a porter on said Road he

(a) Inspect cars and test signal and brake apparatus for the safety of train movement.

(b) Use hand and lamp signals for the protection and movement of trains.

(c) Open and close switches.

(d) Couple and uncouple cars and engines and the hose and chain attachment thereof.

(e) Compare watches when required by rule.

3. Deponent also says when necessary brass and pack hot journals.

4. Deponent further says that he is the Secretary of the Colored Trainmens' Association of his line, and the [illegible]ies above descr[illegible] and work done by deponent is the work [illegible]ach and [illegible] of the Porters on the main line

7. Deponent further says, that the above construction of Supplement #12 General Order #27 by Mr. Lyman Delano, the Federal Manager of the Atlantic Coast Line Railroad does him and all the rest of the porters on the line of said Road where there are flagmen, a grave and rank injustice, as Supplement #12 General Order #27 is intended by Director General to pay persons for work done and not to excuse the Company upon the fact that there is a flagman on the train who performs none of the duties described in said supplement. Deponent therefore most respectfully ask that the matter be properly adjusted by Mr. W. S. Carter, Director Division of Labor.

Arthur Hill

Subscribed and sworn to before me this 12th day of March, A. D., 1919.

Samuel A. Gusace
Notary Public.

5. Deponent further says under Supplement #12 to General Order #27 he is entitled to the designation of passenger-brakeman or flagman, and the pay and compensation attached to that employee, the same rule being retroactive to June 1, 1918, but he has never recieved any increase of pay nor has any of the other of the porters on the Main line of said Road, although he performed all of the duties and more, as well as his associate employees described in Supplement #12, and above mentioned.

6. Deponent further says the only explanation he has of the failure of said Company to pay them according to the Supplement #12 General Order #27 is contained in a letter of which the following is a copy:

UNITED STATES RAILROAD ADMINISTRATION
Director General of Railroads

ATLANTIC COAST LINE RAILROAD.

Office of Federal Manager.

Wilmington, N. C., March 8, 1919-s.

Lyman Delano
Federal Manager.

Arthur B. Hill,
914 North 32nd Street.
Richmond, Virginia.

Dear Sir:

Your letter of March 1st has just reached me, and in reply I would advise that instructions have been issued for the application of Supplement No. 12, as follows:

Where there is no white flagman or brakeman on a train and the Negro porter performs the flagman's or brakeman's work, he will be paid the Brakeman's rate. Where there is a white brakeman or white flagman and a Negro porter on a train, the porter will, of course, be paid the porter's rate.

Yours Truly,

Lyman Delano.

Federal Manager.

E-38 41-a

Augusta, Ga.
April 21, 1919.

DIVISION OF LABOR

J. A. Franklin, Esq.,
Asst. Director Division of Labor
Railroad Administration,
Washington, D. C.

APR 23 1919

Dear Sir:

In re. the wages of main line porters of the Atlantic Coast Line R.R. I have to say that I have this A. M. your letter of April 18th, apparently in reply to the sworn petition of Arthur B. Hill, a porter on said A. C. L. R.R., between Richmond and Florence, filed in your office early in March last.

In that sworn petition --and I beg that you refer to it for it must still be on file in your office -- he established these facts:

(a) That he and his colleagues on the Main Line do all of the work of a train porter,

(b) That they also perform all the duties that make or constitute one a passenger brakeman as described in the order of the Director General promulgated December 2, 1918, and a great deal more besides those pictured in that order of the Director General.

In addition to that sworn petition, Arthur B. Hill was examined (orally) by Mr. W. S. Carter, Director, as to duties and work he does daily and as to the duties and work of the other main line porters. His answers to those questions showed plainly that they do all of the work that makes a passenger brakeman.

I may say in passing, but it is all in that petition, that it was necessitated by the refusal of the Federal Manager of that road to pay those porters for the work they are doing every day, and every night in the year, because forsooth, those large trains have a flagman on the rear end of them, The point raised there and absolutely unanswered you seem to ignore.

You refer them back to the Federal Manager, to whom they had gone and returned empty handed albeit they did and are doing the work that entitled them to come under your ruling as passenger brakemen and be paid as such, if it is actual work that you regulate and not names.

The Federal Manager of that Road has never denied, so far as I am informed, that those men do that work, he simply refused that just compensation for services upon the technicality of that order. Please refer to the petition and also the original

letter of the Federal Manager to Mr. Hill, which you also have.

It is pretty hard on those poor hard working men to be jostled from one point to another when they have clearly raised the issue and submitted it to your office asking you to intervene and see that they are justly treated.

Very truly,

Attorney for Porters A.C.L.R.R.

April 25, 1919.

File E-38-11-A

Mr. Judson W. Lyons,
Attorney for Porters, A.C.L. R.R.,
Augusta, Georgia.

Dear Sir:

This will acknowledge receipt of your communication of the 21st instant, with reference to my letter to Mr. Arthur B. Hill, regarding the application of Supplement No. 12 to General Order No. 27.

The reason I referred the men back to the Federal Manager is that it was my opinion that the instructions issued April 7th would make a difference in his understanding as to the application of the wage order, and in any event I cannot act on an ex parte statement but must have the contentions of both sides.

Please issue instructions that the men go ahead and handle as outlined, even though they were turned down the first time.

Very truly yours,

A. FRANKLIN

7-cg

To Mr. W. S. Carter,
Director Division of Labor,
Railroad Administration,
Washington, D. C.

Sir:

If the claim of the Colored Porters on the Atlantic Coast Line Railroad will require a new ruling by the Honorable Director General, to enable them after such overwhelming proof that they are entitled to be classed as passenger-brakemen or flagmen and to have Supplement #12 to General Order #27 applied to their compensation, I most respectfully request that in addition to the many affidavits, petitions, certificates, etc., already on file showing their claim, that the certificates herewith filed from twenty-two conductors, firemen, engineers etc., proving that they are required to do all of the work on said road of a passenger brakeman or flagman be also included and submitted to the Director General. It will be observed that these certificates are of dates of June 22 and June 23, 1919, this present week.

On the Division between Florence, S. C., and Augusta, Ga., conductor W. R. Johnson; flagman, L. B. White; conductor, L. McLauren; A. E. Jackson, baggage Master; O. Lavana, flagman.

On the Division between Richmond, Va., and Florence, S. C., conductor, J. R. Liffsey; baggage Master, C. Harrels; conductor T. C. Davies; baggage Master, C. D. Turner.

On the Division between Florence, S. C., and Savannah, Ga. conductor, C. W. Danon, W. A. Williams, engineer; conductor A. W. Cordis; baggage Master, L. B. Dennis.

On the Division between Richmond, Va., and Florence, S. C. conductor, J. D. Simpson; engineerT. E. Jennings; J. E. Highes, engineer; conductor R. D. Phillips; flagman, S. O. Mallory;

J. G. White, baggage Master.

On the Division between Savannah, Ga., and Florence, S.C. conductors, J. A. Cutts, L. B. McCutchens; engineer, S. B. Divine.

Although this will be cumulative, I think I will in a few days be able to furnish you affidavits and certificates or petitions from conductors and others from every Division of that Road proving that those Colored Porters are required and are doing daily, and have been doing for years the work of passenger-brakemen.

Most respectfully,

Counsel.

June 25, 1919.

UNITED STATES RAILROAD ADMINISTRATION
W. G. McADOO, DIRECTOR GENERAL OF RAILROADS

FORM-392

ATLANTIC COAST LINE RAILROAD COMPANY

To: Director.

DIVISION OF LABOR.

U.S.R.R. Administration.

Washington D.C.

Between:

Savannah Ga; and Florence, S.C.

June 23, 1919.

Dear Sir:

This is to testify that i know for my self, that the men known as train -Porters running in this district of the said:
ATLANTIC COAST LINE RAILROAD.
Are required to perform the following duties.

Inspect cars, test signals and brake apparatus for the safety of train movement: Use hand and lamp signals, for the protection and movem -ent of trains: Open and close switches; Couple and uncouple cars and engines and the hose and chain attachment thereof, treat hot journals on the line of run when necessary.

Signed:

J A Cutts — Conductor.

R B McCutchen — Conductor.

S B Divine engr — Enginer.

William Haily — Train-Porter.

Ed Dozier — Train-Porter.

FORM-392

UNITED STATES RAILROAD ADMINISTRATION
W. G. McADOO, DIRECTOR GENERAL OF RAILROADS

ATLANTIC COAST LINE RAILROAD CO.

To:
Director.
DIVISION OF LABOR.

United States Railroad Adm'on.

WASHINGTON.

6/23rd 1919

Sir:

The undersigned Gentleman will testify that the class of men known as (TRAINPORTERS) Running on this District, are required and do perform the following duties; Inspect cars, test signals and brake app--aratus for the safety of Train movement, Use hand and lamp signals for the protection and movement of trains, Open and close switches, - Couple and uncouple cars and engines and hose and chain attachment ther -eof; Treat hot journals on the line of run when necessary.

Signed:

R. L. Phillips
Conductor.

S. O. Malloy Flagman.

J. J. White . Baggage-Master.

Frank Goodwin
TrainPorter .

Running Between:
Richmond Virginia, and Florence S.C.

UNITED STATES RAILROAD ADMINISTRATION
W. G. McADOO, DIRECTOR GENERAL OF RAILROADS

FORM-392

ATLANTIC COAST LINE RAILROAD COMPANY

To:
Division Of Labor:
United States Railroad Administration

Washington D.C.

Richmond Virginia.
June 2[illegible], 1919.

Dear Sir:-

This is to testify that i know for my self, that the - - Train-Porters running in this District of the said A. C. L. Railroad are required to perform the following duties.

Inspect cars, test signals and brake-apparatus for the safety of train movement, use hand and lamp signals, for the protection and movement of trains, Open and close switches. Couple and uncouple cars and engines and the hose and chain attachment thereof, treat hot Journa--ls when necessary on line of run.

Signed:- J. T. Simpson
Conductor.

L. E. Jonkins
Engineer.

J. H. Hughes
Engineer.

Sam Jones
Train-Porter.

Between,
Richmond Virginia and Florence S.C.

Between:
SAVANNAH GA; and FLORENCE S.C.

Florence S. C.

June 23, 1919.

To:
DIVISION OF LABOR.
United States Railroad Administration,

WASHINGTON.

Dear Sir:-

The undersigned testify that i know my self, that the me -n known as Train-Porters running in this District of the said:

ATLANTIC COAST LINE RAILROAD; are required to perform the - following duties.

Inspect cars, test signals and brake apparatus for the safety of train movement. Use hand and lamp signals, for the protection and movement of trains, Open and close switches; Couple and uncouple cars and engines and the hose and chain attachment thereof; Treat hot journals on the line of run when necessary.

Signed:

A.W. Cordes
Conductor.

L B Dennis BM
Baggage-Master.

Ed Miller
Train-Porter.

UNITED STATES RAILROAD ADMINISTRATION
W. G. McADOO, DIRECTOR GENERAL OF RAILROADS

FORM-392

ATLANTIC COAST LINE RAILROAD COMPANY.

To:

Division of Labor.

United States Railroad Adm'ton.

WASHINGTON.

Florence S.C.

June 22, 1919.

Dear Sir:-

This is to testify that i know for my self, that the men known as Train-Porters running on this District of said road, are required and do perform the following duties; , test signals and brake-apparatus for the safety of train movement, Use hand and lamp signals for the protection and movement of trains, Open and Close switches, Couple and uncouple cars and engines and the hose and chain attachment thereof, Treat hot journals on the line of run when necessary.

Signed:

C. W. Damon
Conductor.

W. A. Williams, Engr.
Engineer.

Augustus McGill.
Train-Porter.

Between
Florence S.C. and Savannah Ga.

UNITED STATES RAILROAD ADMINISTRATION
W. G. McADOO, DIRECTOR GENERAL OF RAILROADS

FORM-392

ATLANTIC COAST LINE RAILROAD COMPANY

To:

DIVISION OF LABOR

United States Railroad Administration

Washington D. C.

Richmond Virginia.
June 23; 1919.

Dear Sir:-

This is to testify that i know for my self, that the - - Train-Porters running on this District of the said ;
ATLANTIC COAST LINE RAILROAD:
Are required to perform the following duties.

Inspect cars, test signals and brake apparatus for the safety of train movement: Use hand and lamp signals, for the protection and - - movement of trains: Open and close switches: Couple and uncouple cars and engines and the hose and chain attachment thereof: Treat hot Jour--nals when necessary on the line of run.

Signed:

L. C. Davis
Conductor.

C. D. Turner-BM
Baggage--Master.

Arthur B. Hill.
Train-Porter.

Between;
Richmond Va. and Florence, S.C.

UNITED STATES RAILROAD ADMINISTRATION
W. G. McADOO, DIRECTOR GENERAL OF RAILROADS

FORM-392

ATLANTIC COAST LINE RAILROAD COMPANY.

To:

DIVISION OF LABOR. Richmond Virginia.

United States Railroad Administration

Washington D. C. June 23, 1919.

Dear Sir:-

This is to testify that i know for my self, that the men - known as train -Porters running on this District of the said: Atlantic Coast Line Railroad: Are required to perform the following duties:

Inspect cars: Test signals and brake apparatus for the safety of Train movement: Use hand and lamp signals, for the protection and movement of trains: Open and close switches: Couple and uncouple cars and engines and the hose and chain attachment thereof: Treat hot - journals on the line of run when necessary.

Signad:

J R Lifsey
Conductor.

C Hassler
Baggage-Master.

S a Rizals
Train-Porter

Between:
Richmond Virginia, and Florence S.C.

UNITED STATES RAILROAD ADMINISTRATION
W. G. McADOO, DIRECTOR GENERAL OF RAILROADS

FORM-392

ATLANTIC COAST LINE RAILROAD COMPANY.

To: Director.
DIVISION OF LABOR
U.S.Railroad Administration.

Florence S.C.

Washington D.C.

June 2[illegible], I9I9.

Dear Sir:-

This is to testify that i know for my self, that the men known as Train-Porters running in this District of the Said: Atlantic Coast Line Railroad; are required to perform the following duties;

Inspect cars, Teast signals and brake apparatus for the safet -y of train movement. Use hand amd lamp signals, for the protection and movement of trains, Open and close switches, Couple and uncouple ca rs and engines and the hose and chain attachments thereof, Treat hot jcurn -als on the line of run when ever necessary.

Signed:-- L W Lawrin
Conductor.

A E Jackson
Baggage-Master.

O Lavanna
Flagman.

Sam White
Train-Porter.

Between: Florence S.C and Augusta. Ga.

UNITED STATES RAILROAD ADMINISTRATION
W. G. McADOO, DIRECTOR GENERAL OF RAILROADS

FORM-392

ATLANTIC COAST LINE RAILROAD COMPANY.

To: Director.
DIVISION OF LABOR.
U.S.R.R. Administration.

Florence S.C.
June 24 1919.

WASHINGTON.

Dear Sir:

This is to testify that i know for myself, that the -- Train-Porters running in this District of the said A.C.L.R.R. are required to perform the following duties.

Inspect cars, test signals and brake apparatus for the safety of train movement, Use hand and lamp signals, for the protection and movement of trains. Open and close switches. Couple and uncouple cars and engines and the hose and chain attachment thereof;

Treat hot journals when necessary on line of run.

Signed:-

H. R. Johnson
Conductor

L B White
Flagman.

John Luckey

Train-Porter.

Between: AUGUSTA GEORGIA; and FLORENCE S.C.

March 15, 1919.

File E-38-11-a

Mr. Arthur D. Hill,
914 North 32nd St.,
Richmond, Va.

Dear Sir:

With reference to the application of Supplement No. 12 to the position you hold:

I would request that you send me letter from Mr. Lyman Delano addressed to you, which, with your statement, will constitute a joint submission, and we will then try to secure a decision in the matter.

Yours truly,

J.A. FRANKLIN

7-MBB

ATLANTIC COAST LINE RAILROAD TRAINMEN.

COLORED ORGANIZATION of RAILWAY TRAINMEN,
J.A.Ryals, General Chairman

#12

E-38-11

Arthur B. Hill.
914 North 32nd, Street,
Richmond Virginia,
March 19th 1919.

U.S.Railroad Administration
DIVISION of LABOR
Mr J.A.Franklin,
Ass't Director.

Dear Sir:----

Your letter of the 15th was just recived on yesterday.

I am here by inclosing to you the letter Mr Delano wrote me in reply to , the letter i wrote him from the request of the Train Porters Of the Atlantic Coast Line R.R.

My reason for not leaving this letter when i was in Washington , Mr W.S.Carter read it and requested that i send him a Copy of it , of which i did inclose in the Affidative.

Please note that this letter is a complete refushel to pay this money as accorded in Supplement No 12. to Train-Porters where there are white brakemen or white flagman It makes no difrence if we do the work or no.

We understands that you have the power to force Railroad Laws issured by the Administration board.
Nine Months has relapsed, and as yet we are not getting proper pay for the work we do,nor any we has did.

Mr J.W.Lyons, Att'y at Law is in Washington awating your actions on the matter and will remaind there untill you all do something for us Please.

His presance, and my correspondence with you we want you understand that we are not doing it individually, but by request of the men that is members of the above name Organization.

Please in handling this matter with Mr Lyman Delano give him this Understanding.

We faithfull awaits your early Actions and Reply
Train Porters of the A.C.L. Railroad.
Your Very Truly:---

Arthur B. Hill

DIVISION OF LABOR.

MAR 21 1919

FORM - 703

UNITED STATES RAILROAD ADMINISTRATION
DIRECTOR GENERAL OF RAILROADS

ATLANTIC COAST LINE RAILROAD.

OFFICE OF FEDERAL MANAGER.

LYMAN DELANO,
FEDERAL MANAGER.

WILMINGTON, N.C. March 8th, 1919-s.

Arthur B. Hill,
914 North 32nd Street,
Richmond, Virginia.

Dear Sir: --

Your letter of March 1st has just reached me, and in reply I would advise that instructions have been issued for the application of Supplement No. 12, as follows:

Where there is no white flagman or brakeman on a train and the negro porter performs the flagman's or brakeman's work, he will be paid the Brakeman's rate. Where there is a white brakeman or white flagman and a negro porter on a train, the porter will, of course, be paid the porter's rate.

Yours truly,

Lyman Delano

Federal Manager -

DIVISION OF LA

MAR 20 1919

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E-38-11-a

COLORED ORGANIZATION of RAILWAY TRAINMEN
Train Porters of The -
Atlantic Coast Line Railroad.

J. A. Ryals,
No 14 East 20tn Street,
South Richmond Virginia.

DIVISION OF LABOR.

April 9Th 1919.

Mr J.A. Franklin,
Assistant Director
Division Of Labor
Washington D.C.

APR 10 1919

Dear Sir:---

I being greatly interested in and of what dispozition Youall have made of the the case of the Officials of the A.C. L. Railroad refusin to Pay the Train)Porters of there System the Money as Accorded in Supplement No 12 to General Order No 27/ We sent Arthur B. Hill to Washington one month ago to Make an approvel of our Work, of which he did .

J.W.Lyons, Att'y was in Washington Two Weeks awatin g youall Dicision and up to date we have not got any understa nding what ever , Will you Please advise me at once of what D -icision or what Step youall is taking towards the Matter . Every Train)Porter is very interested in this Matter and have waited long and is waiting Still for your enforcement of our rights, how much longer will you let this unjust go on we can hardly live .

I Remainds your Faithfull Servant

J. A. Ryals

Chairman.

April 18,1919

E-38-11-a

Mr. J. A. Ryals,
No. 14 East 20th Street,
South Richmond, Va.

Dear Sir:

This will acknowledge receipt of your letter of April 9th, with further reference to the status of Supplement No. 12 to General Order No. 27.

This matter is still in abeyance. Just as soon as the manner of application of this wage order has been decided on all interested parties will hear of it thru the usual channels.

Yours truly,

J. A. FRANKLIN

7-gh

C

COLORED ORGANIZATION OF RAILWAY TRAINMEN
ATLANTIC COAST LINE RAILROAD; TRAIN-PORTERS OR HEADBRAKEMEN

E 38-11-a

ARTHUR B. HILL

No 914 North, Thirty Second, Street

RICHMOND VIRGINIA
APRIL 15th , 1919.

DIVISION OF LABOR.

Mr J.A.Franklin
Assistant Director
DIVISION OF LABOR:
Washington D.C.

APR 16 1919

Dear Sir :----

please advise me at once as to what dicision ha s been reach concerning the case of the TRAIN PORTERS of the ATLANTIC COAST LINE RAILROAD not reciving correct Pay as was accorded in SUPPLEMENT NO 12 ;To GENERAL ORDER NO 27. Each and every man has been waiting for quite a bit of time for a hearing from you.

We feel by this time you have arrange for the proper adjustment of this SUPPLEMENT .

Expensive are exceeding our Salries; and has been fo r some time .

Let me hear from you as early as Possoble

Your Very Truly:----

Arthur B. Hill

April 22, 1919.

File E-38-11-a

Mr. Arthur B. Hill,
914 North 32nd St.,
Richmond, Virginia.

Dear Sir:

Replying to yours of April 15, with further reference to the application of Supplement No. 12 to General Order No. 27:

Please be advised that on April 7, all Regional Directors were advised that this wage order should be put into effect as issued. If there is any injustice in its application, I would suggest that the matter be taken up with the local railroad officials. If an adjustment cannot be reached with them in this way, I would suggest that they be requested to join in the submission of a joint statement of fact, in accordance with the provisions of Supplement No. 6 to General Order No. 27, copy attached, and on receipt of such statement in this office the matter will have further attention.

Yours truly,

L.A. FRANKLIN

Enc.
7-MBB

4

COLORED ORGANIZATION OF RAILWAY TRAINMEN

ATLANTIC COAST LINE RAILROAD; TRAIN-PORTERS or BRAKEMEN.

Arthur B. Hill

914 North 32nd; Street:

Richmond Virginia.

E 38-11-a

Mr J.A.FRANKLIN
Assistant Director;
DIVISION OF LABOR
UNITED STATES RAILROAD
ADMINISTRATION.

April 24th, 1919.

DIVISION OF LABOR
APR 26 1919

Dear Sir :-----

I am in reciept of your letter of the 22nd.

Please alow me to say that we taken this matter up with our Federal Manager; Before we ever referd it to you , and there should be on File in your Office the Letter that Mr Delano, our Federa l Manager wrote me ; With a complet refushel to pay this money where there are White Flagmen. When i file a petition on the 12 day of March 1919. I also inclosed Mr Lyman Delanos letter(copy).

And at your request i sent the real letter about a week latter.

Now Mr Franklin there is not a bit of use of we going to Mr Delano any more ; when you and we have his letter stating that he would not pay this money to Train-Porters where there are White Flagmen. He do not regard whether we do the work or no ; But he is making a complet Discrimination . When the Director General has orderd that all this ; be arrace.

I Kindley ; and beg you to Plese see to it that we be gra nted correct pay .

Mr Franklin we have did every thing we know to aprove to you that we are doing this work and are intitle to this Pay; Why keep the case perlonging. Any thing in the World to put you more in the light we are willing to do it .

In conclusion i say agin ; PLEASE do SOMETHING FOR US.

Answere:--

Yours very Truly:-- Arthur B. Hill

May 7, 1919
E-38-11-A

Mr. Arthur B. Hill,
914 North 32nd Street,
Richmond, Va.

Dear Sir:

As explained to you in my letter of April 22nd instructions were issued to Regional Directors on April 7th to put the Supplement into effect, this being after the refusal of Mr. Delano to do so in the first place.

I wish you would not write me again until you have made an effort to adjust with Mr. Delano. Time change and men's ideas change. No doubt in view of the instructions that have been issued Mr. Delano will be able to make some adjustment with you.

Yours truly,

J. A. Franklin

7-gh

E-38-11-a

ASSOCIATION TRAIN)PORTERS:
ATLANTIC COAST LINE RAILROAD.

Arthur B. Hill,
Sec'ty.

(914 North; 32nd, Street.

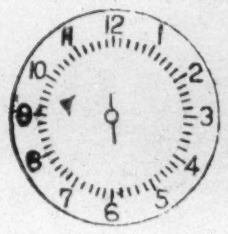
14

RICHMOND VIRGINIA
May 26th, 1919.

To Mr J.A. Franklin;
Assistant Director.

DIVISION OF LABOR.

DIVISION OF LABOR.
United States Railroad Adm'st.
WASHINGTON D.C.



MAY 27 1919

Dear Sir:-

Your last instruction to us was to correspond with Mr Lyman Delano Our Federal Manager, and if then fail to get rezults we may again refere to yo u all for an adjustment of Supplement No I2 to General Order No 27. to the men who do all the duties described in said Supplement.

We wrote Mr Delano, Also Mr Wenchell, Regional Directo r of Southern Region. Mr Wenchell referred his letter to Mr Lyman Delano Of which i here by inclose to you a copy of Mr Delano reply to me .

You see for your self what Mr Delano says, he perclams that he is handling the Matter as he understand it .

Mr Delano understanding is that Supplemnt No I2 to General Order No 27 do not applys where there are White Flagmen are Brakemen on the Train at all .

And has only granted the pay to men where there are no flagmen and the Porter is Doing the Work of Flagmen,Brakemen Porter combind . Three men work and getting one man pay.

And the Men who are doing Porter and Brakemen work and has a flagmen on the rair of the train who do not curtail a bit of this work the Porter have to do, as listed In Supple ment No I2.

The whole meaning of Supplement No I2, is Up to you to explain to Mr Lyman Delano; That this order applies to the man who do the Work, Mr Franklin you know it is quite a poor exc use from Mr Delano, to not pay we men who are intitle to this pay simply because there are are a White Flagman on the rear of the train.

When the Director General issued this order he could but ment and the order says so that : Employees in a passenger train crew, except conductor, collector and baggama ster, qualified and regularly required to perform thefollowin g essential duties , will be designated as passenger brakemen or flagmen paid accordingly;

We do the work, and the flagman on the trains we run do not curtail our duty a bit, and we ask to be designated as passenger brakemen.

And paid accordingly.

you all issued instruction for the Regional Director to apply this order and he has fail to do so , all our correspon dence to him was refred to Mr Lyman Delano.

Continued

(B)

And all Mr Delano statement is that this is the way he u understands the Supplement.

Please Interpertate this Order to Mr Lyman Delano at once so there can no longer be any delay in we reciving th is pay due to not understanding.

Advise him that this Order effects all men who do this work as listed Supplement No I2 to general Order No 27.

We made out a joint statement of facts and sent to Mr Delano 2 weeks ago for him to sign and return and up to date we has fail to get any hering at all .

It empossible for us to send you a joint statement when the Federal Manager want return them.

I hereby inclose to you a copy of the Statement that was sent to Mr Delano.

Mr Franklin the time and cost of living will not permit the men to stick to the post of duty on an avrage of $64.00 a month, if this was all we we was intitle to we would not say any thing. But we are the Only Brakemen on the train we run and if we dont do the work and are intitle to the pay the question is WHO.

Expects Your personal Attention at once

Yours Truly:-

Harry B. Hill

Sec'ty.

P.S)
If there is any thing else you would like to know we will kindly furnish at once.

I inclose the Letter instid of Copy of Mr Delano Letter.

Florence, S.C.
May 5, 1919.

To Mr Lyman Delano,

Federal Manager Of the ;

Atlantic Coast Line Railroad

Wilmington N.C.

Sir:-

The petition of J.A. Ryals, Arthur B. Hill and Sam White-respectfully show that they are President, Secretary and Tre asurer respectively of the Association of Railroad Porters on the Line of said road, and have been doing faithful and loyal work as such for many years.

SECOND:- They are doing all the work of porters and all of the duties laid down in Supplement No 12 to General Order No 27, such as Inspect cars and test signals and brake apparatus for the safety of train movement. Use hand and lamp signals for the protection and movement of trains, Open and close switches, couple and uncouple cars and engine and the hose and chain att -achment thereof. Compare watches when required by rule.

The performance which constitutes them passenger brakemen or flagman, and entitles them unded said Supplement to the pay and compensation of passenger brakemen or flagmen.

THIRD:- Your petitioners for themselves and their associate Porters on said Atlantic Coast Line Railroad, most respectfully show tha t they are not getting the pay for the work they do, as they do all of the work above dascribed, and conciderably more not listed in the ruling of the Director General, such as brassin g trains hot jornals, and flagging at some termanals for thr ee quarters of a mile on a dead run, in rain and storm very often.

FOURTH:) It is true that Suppliment No 12 to General Order No 27, uses the expression "When white brakemen are not employed"--but thi s evidently and manifestly was intended to convey the idea and intention, that if they were so employed, the colored porters would not have to do the work of brakemen or flagmen. any othe r meaning to that expression your humble petitioners submit would hardly be logical or even thinkable.

FIFTH:- We are doing all the work above described and we most respectfully petition you that we be paid in accordance with said Supplement, and that the pay be retroactive to June 1, 1918. as provided in said Supplement.

If not sign this statement as an agreed statement of facts, as was requested by the DIVISION Of LABOR, wherefore they can make proper adjustment.

Your petitioners will ever pray etc.

Signed:- J.A. Ryals

J.W. Lyons Arthur B. Hill.

Representative.

Sam White.

FORM-703

UNITED STATES RAILROAD ADMINISTRATION
DIRECTOR GENERAL OF RAILROADS

ATLANTIC COAST LINE RAILROAD.

OFFICE OF FEDERAL MANAGER.

LYMAN DELANO,
FEDERAL MANAGER.

WILMINGTON, N.C. May 5th, 1919-s

Arthur B. Hill,
914 North 32nd Street,
Richmond, Virginia.

Referring to your letter of April 29th addressed to the Regional Director, which has been referred to me.

We are handling this matter in strict accord with what we understand to be the directions of the Railroad Administration.

Yours truly,

Lyman Delano

Federal Manager-

June 6, 1919

E-38-11-a

Mr. Arthur B. Hill,
914 North 32nd St.,
Richmond, Virginia.

Dear Sir:

With reference to your communication of May 26, regarding the application of Supplement No. 12 to train porters performing brakeman's duties on the Atlantic Coast Line:

I am today writing Mr. Delano calling his attention to the fact that no denial has been made that the porters in question are rendering service that would entitle them to this rate, and am requesting that he review the case and advise me quickly why the supplement has not been applied in accordance with instructions issued by the Central Administration.

Very truly yours,

FILE COPY

Form G-77.

7-DWS

ATLANTIC COAST LINE RAILROAD

COLORED ORGANIZATION OF RAILWAY TRAINMEN.
HEADQUARTERS FLORENCE S.C.
J.A. RYALS. President.

Arthur B. Hill. Sec'ty.
914 North, 32nd, Street.
Richmond Virginia.

Mr J.A. Franklin:
Assistant Director.
DIVISION OF LABOR
UNITED STATES RAILROAD-
Administration.
Washington D.C.

DIVISION OF LABOR

June 10, 1919.

E-38 9/a

JUN 11 1919

Dear Sir:--

Your letter of the 6, regarding you writing Mr Delano why he has not Paid all the Train-Porters of the Atlantic Coast Line R.R. the rate of Pay as accorded in Supplement No 12 to General Order No 27. Was recived promply; And i am hereby thanking you for your action, and trust that you will not let this matter table untill there are perfect satifaction. Mr Franklin we did every thing we could to settle this matter with Mr Delano without taking it back to the Labor Board. But nothing we did would make him yeal from his rank unjustus.

12 months has relaps and he has fail to gave us correct pay. And now its clear that its not intended to be Paid. Each and Ever y Man has been Loyal to Service and to his Country; The Mejority of us Bought Liberty and Victory Bonds, not because we was able but with a hope that You would see to it that we get Just pay, for the work we do. and we would be able to pay for these Bonds; some of the men has al re ady been force to sell them as the avarage man is only being paid for just half of the Work he is required to do; $64.00 a month. less than any other class of service; But are doing all the work as accorded in said Supplement and more.

We beg that if the Federal Manager dont gave satifaction at once, That you will take rank steps to have this Supplement applied as issued.

Please advise me the very hour you hear from Mr Delano.

Very Truly Yours:-

Arthur B. Hill
Secretary.

June 6, 1919

E-38-11-a

Mr. Lyman Delano, F. M.,
Atlantic Coast Line R. R.
Washington, N. C.

Dear Sir:

Please refer to your letters to Mr. Arthur B. Hill, 914 North 32nd Street, Richmond, Virginia, of May 5 and March 8, with reference to the application of Supplement #12 to porters on trains where white brakemen are employed:

I have looked over all the papers in my file with regard to this particular dispute and do not find that a denial has ever been made on the part of the railroad officials that the porters in question were performing any of the duties of a brakeman. If they are performing any of the duties of a brakeman, regardless of the fact whether there is a white flagman or brakeman on the train, they would be entitled to the application of Supplement #12 — this in accordance with letter from the Director of the Division of Operation to Regional Directors under date of April 7, as per attached copy for your ready reference.

Will you please review this dispute in the light of Mr. Tyler's letter, and let me know if there is any reason why the supplement in question has not been applied as the situation would seem to demand.

Very truly yours,

Form G-77.

J. A. Franklin

7-nws

Copy to B. L. Winchell, Regional Director

FILE COPY

FORM-703

UNITED STATES RAILROAD ADMINISTRATION
DIRECTOR GENERAL OF RAILROADS

ATLANTIC COAST LINE RAILROAD.

DIVISION OF LABOR.

OFFICE OF FEDERAL MANAGER.

LYMAN DELANO,
FEDERAL MANAGER.

WILMINGTON, N.C. June 12, 1919bh

E-38-11-a

JUN 14 1919

Mr. J.A.Franklin,

Assistant Director, Division of Labor-

Dear Sir:-

Replying to yours of the 6th instant, file E-38-11-a, in which you refer to my letters to Arthur B. Hill, Richmond, Va., having reference to application of Supplement 12 to porters on trains where white brakemen are employed.

I beg to say that we have applied and are applying Supplement 12 in strict accord with what we understand to be the directions of the Railroad Administration. There has been no occasion for denial on the part of the railroad officials that any of the porters in question are performing any of the duties of a brakeman. The following instructions were issued some time ago in connection with this matter:

> On trains on which there is a white brakeman or flagman, the train porter will be paid only the porter's rates, provided he is not required by the orders of the Management to perform any of the brakeman's duties.
>
> Where a colored train porter is required by the orders of the Management to perform the brakeman's duties, he is paid at brakeman's rates, even though there is a white flagman or brakeman on the same train.
>
> On trains where there is no white brakeman or flagman, and the colored porter is required to perform the duties of the brakeman, he will be paid the brakeman's rate.

The enclosed copy of letter of instructions from the Regional Director will further explain the instructions under which we are handling this question. It is probably true that on occasions the colored porter is instructed by the conductor who is in charge of the train to perform certain duties that come within the scope of brakeman's duties, but wherever this is done it is not by authority or direction of the Management, and in cases of this kind the brakeman's rates are not applied. If the porters covered by the correspondence with Arthur B. Hill are performing any of the duties of a brakeman, and not being paid brakeman's rates, it is because the Management does not require these porters to perform the brakeman's duties.

Replying specifically to the last paragraph of your letter. Supplement 12 is being applied as the situation would seem to demand, and in line with Mr. Tyler's letter to which you refer.

Yours very truly,

Federal Manager.

UNITED STATES RAILROAD ADMINISTRATION

Atlanta, Ga., April 11, 1919
File 1521-72-3.

Mr. Lyman Delano and others

Gentlemen:-

Referring to exchange of correspondence relative to application of Supplement No. 12 to General Order No. 27.

The intent of this Supplement is to require the payment of the brakemen's rate whenever the brakemen's duties are performed by the train porter. The Supplement plainly states that it shall not curtail the duties of employes heretofore classed as "train porters", so that there should be no question about these employes containuing to perform the train porter's work even though paid the brakemen's rate.

It has been understood in certain regions that on trains having white brakemen or white flagmen and a negro porter, the porter should be paid only the porter's rate. This is proper providing the porter is not required to perform any of the duties of a brakemen. If he is required by orders of the management to perform the duties of a brakeman, notwithstanding there may be other brakemen or flagmen on a train, he should be paid the brakemen's rates.

In order to clearly cover the matter and avoid improper claims under this rule, instructions limiting the duties of train porters on trains where white flagmen or white brakemen are employed should be issued so that it will be clearly understood that the colored porter is not required to perform any of the duties of brakemen or flagmen. The instructions should be carefully worded so as to not relieve colored porters of the duty of flagging in an emergency or when the safety of the train requires that they do it.

Kindly acknowledge receipt and understanding.

Yours truly,

(S) B. L. Winchell

Regional Director.

Copy-b

UNITED STATES RAILROAD ADMINISTRATION
W. G. McADOO, DIRECTOR GENERAL OF RAILROADS

FORM-392

ATLANTIC COAST LINE RAILROAD COMPANY.

ASSOCIATION OF TRAIN)PORTERS.

J.A. RYALS: President.
ARTHUR B. HILL: Sec'ty.
SAM WHITE: Treasurer.

E-38-11-a

(914 North, 32nd, St.
Richmond Virginia.

DIVISION OF LABOR.

Mr J.A.Franklin,
Assistant Director.
DIVISION OF LABOR.
U.S.R.R. Administration.
Washington D.C.

June, 13th, 1919.

JUN 16 1919

Dear Sir:-

If by the time you get this you has not yet, recived any reply from Mr Delano regarding the application of Suppl--ement No. 12 to General Order No 27. To the Train-Porters of Said road. We beg that you will Wire him for a reply; and if you perfer we will Pay the Cost of this comunication.

We will do any thing to aprove that we are intitle to this Pay.

Your Awating you action:

Arthur B. Hill
Sec'ty.

STATE OF SOUTH CAROLINA, }
COUNTY OF Florence }

Personally appeared Sam White, residing in Florence, State and County aforesaid, who being duly sworn says, that he is, and has been for many years a passenger train porter on the Atlantic Coast Line Railroad, between Augusta, Georgia, and Florence, South Carolina; that in the discharge of his daily duties, he performes all of the work of a train porter, and that he also;

(a) Inspects cars and test signals and brake apparatus for the safety of train movement.

(b) Uses hand and lamp signals for the protection and movement of trains.

(c) Opens and closes switches.

(d) Couples and uncouples cars and enjines and the hose and chain attachment thereof.

(e) Compare watches when required by rule.

(f) Brass cars.

(g) Flags train on a run, in and out of Augusta, Georgia for nearly three quarters of a mile on every trip; and performs every other duty of a brakeman or flagman, necessary to the safe movement of the train, and that his pay is only that of a train porter.

Sam White

Sworn to and subscribed before me this 2nd day of ~~April~~ June Nineteen Hundred nineteen.

C. J. Gaegel
Not Pub.

RICHMOND VIRGINIA:

Personally appered before me Dave Smith, residing at Richmon -d Va; who being duly sworn deposes and say:

That he is a Train-Porter now designated as a passenger -- brakemen under Supplement No I2 to General Order No 27: issued by the Director General of Railroads December 2nd, I9I8; and that he Runs on the Main Line of the Atlantic Coast Line Railroad between Richmond Vir -Ginia and Florence S.C. And he has been employed in this -- capacity quite a number of years on said road.

2. The deponent says ; in addition to the duties of a Train-Porter on said road:-

(a) Inspect cars and test signal and brake appatatus for the safety of train movement.

(b) Use hand and lamp signals for the protection and movement of trains.

(c) Open and close switches.

(d) Couple and uncouple cars and engines and the hose and chain attachment thereof .

(e) Compare watches when required by rule.

3. Deponent also say that thewhen necessary brass and pack hot journals.

4. Deponent further says that he catches I9 Orders on hoops

5. Deponent further say that the duties above decribed and work done by deponent is the work done by each and every Train-Porter on the same line of run, he runs.

6. Deponant further say under Supplement No I2 to General Order No 27 ; He is and the Other Train-Porters running opposite him is entitled to the designation of passenger-brakemen , and the pay and compensation attached to that employee, the same being retrovative to June Ith, I9I8.

7. Deponent further say although he performs all of the duties and more as decribed in Supplement NoI2 to General Order No 27. he has never recived any increase of pay as accorded in Supplement No I2 to General Order No 27.

8. He kindley ask that the matter be properly adjusted by - Mr Lyman Delano, the Federal Manager of the Atlantic Coast Line Railroad.

David Smith
Richmond Virginia.

Subcribed and sworn to before me this : 26th Day of April A. D. I9I9.

J. Floyd Bradley
Notary Public.
My com expires March 16-1920.

J. FLOYD BRADLEY NOTARY PUBLIC RICHMOND, VA.

ST PETERSBURG FLORIDA.

Personally appeared before me Charlie Williams, residing at St-Petersburg Fla; Who being duly sworn deposes and say:

That he is a Train-Porter now designated as a passenger -- brakemen or flagman under Supplement Order No I2 to General Order No-27; issued by the Director General of Railroads December 2nd, I918., and that he runs on the Main Line of the Atlantic Coast Line Railroad between Jacksonville, Fla; and St-Petersburg,Fla; and he has been employed in this capacity quite a number of years on said road.

2. The deponent says; in addition to the standard duties of a Train-Porter on said road he :-

(a) Inspect cars and test signal and brake apparatus for the safety of train movement.

(b) use hand and lamp signals for the protection and movement of trains.

(c) Open and close switches.

(d) Couple and uncouple cars and engines and the hose a -nd chain attachment thereof.

(e) compare watches when required by rule.

3. Depont also says when necessary brass and pack hot journa- --ls.

4. Depont further says that he catches I9 Orders from hoops.

5. Deponent further say that he is a member of the Colored Trainmen ,Organization of his Line, and the duties above decribed and work done by deponent is the work done by each and every Porte -r (train) in the vicinity where he runs.

6. Deponent further says under Supplement No I2 to General-Order No 27 he ; and The other Train)porters of his Vicinity is entitl -ed to the designation of passenger-brakemen or flagman, and the pay and compensation attached to that employee, the same rule being retro -ctive to june Ith, I9I8.

(7) Deponent further says although he performs all of the duti -es and more , as described in Supplement No I2, and above mentioned; he has never recived any increase of pay as accorded in Supplement No I2 to General Order No 27.

(8) Deponent ask that the matter be properly adjusted by Mr Lyman Delano, the Federal Manager of the Atlantic Coast Line Railroad.

Charlie Williams

Subscribed and sworn to before me this 29th Day of April, A.D. --I9I9.

R. M. Thomas
Notary Public.

To Hon. W. G. McAdoo, Director General,
Railroad Administration United States,
Washington, D. C.

Sir:

In re. affidavit and claim of J. A. Ryals, Porter, Atlantic Coast Line Railway, for better pay under General Order #22, doing work of [redacted] and brakeman, getting wages of porter only, about half under the rule he is entitled to receive:

-TRAIN-PORTER-

1. Being duly sworn deposes and says that he is and has been an employee, as porter, of the Atlantic Coast Line Railway, running between Richmond, Va. and Florence, S. C., for many years, and during all that time has faithfully performed his duty to the best of his ability.

2. During the month of May, 1918, when the Director General of Railroads directed that colored employees, porters, be paid the same for the same work as white employees, he was and is still doing work that he had done before, that is to say as porter, AND brakeman [redacted], but he has only received pay of porter.

3. As porter affiant claims he is doing brakemans work, -AND-AS- BRAKEMAN- [redacted] must know all signals and call them; required to put on air, steam and whistle hose; re-brass and pack hot journals; change switches; couple and uncouple cars whenever it is necessary: in other words he is required to do everything that a brakeman does although he is receiving for his services just a little more than half the pay of brakeman;

Wherefore affiant prays that the matter be investigated and that he be given pay in accordance with Rule of General Order #27 Article 6, issued by the Director General providing for such cases.

Sworn to and subscribed before me
this 7 day of Dec 1918.
S. Alexander N.P.
My Commission Expires Jan 28/1920

J. A. Ryals
(J. A. Ryals)

#14 East 20th St.
S. Richmond, Va.

To Hon. W. G. McAdoo, Director General,
Railroad Administration United States,
Washington, D. C.

Sir:

In Re. affidavit and claim of Sam White, Porter, Atlantic Coast Line Railway, for better pay under General Order #27, doing work of flagman and brakeman, getting wages of porter only, about half under the rule he is entitled to receive:

1. Being duly sworn deposes and says that he is and has been an employee, as porter, of the Atlantic Coast Line Railway, running between Augusta, Georgia and Florence, South Carolina, for twenty-nine years, and during all that time faithfully performed his duty to the best of his ability.

2. During the month of May, 1918 when the Director General of Railroads directed that colored employees, porters, be paid the same for the same work as white employees, he was and is still doing work that he had done before, that is to say as porter, brakeman and often flagman, but he has only received pay of porter.

3. As porter affiant claims he is doing brakemans' work and [redacted] must know all signals and call them; required to put on air, steam and whistle hose; re-brass and pack hot journals; change switches; couple and uncouple cars whenever it is necessary: in other words he is required to do everything that a brakeman does although he is receiving for his services just a little more than half the pay of brakeman;

Wherefore affiant prays that the matter be investigated and that he be given pay in accordance with Rule of General Order #27, Article 6, issued by the Director General providing for such cases.

Sworn to and subscribed before me:
this 10 day of Dec- 1918.

C. J. Gasque
Not Reels.

Sam White
(Sam White)

557 Commander St.
Florence, S. C.

To Hon. W. G. McAdoo, Director General,
Railroad Administration United States,
Washington, D. C.

Sir:

In re. affidavit and claim of Alex Greene, Porter, Atlantic Coast Line Railway, for better pay under General Order #27, doing work of flagman and brakeman, getting wages of porter only, about half under the rule he is entitled to receive:

1. Being duly sworn deposes and says that he is and has been aneemployee, as porter, of the Atlantic Coast Line Railway,, running between Florence, S. C., and Savannah, Georgia, for ten years, and during all that time has faithfully performed his duty to the best of his ability.

2. During the month of May, 1918 when the Director General of Railroads directed that colored employees, porters, be paid the same for the same work as white employees, he was and is still doing work that he had done before, that is to say as porter, brakeman, and often flagman, but he has only received pay of porter.

3. As porter affiant claims he is doing brakemans work, and [redacted] must know all signals and call them; required to put on air, steam and whistle hose; re-brass and pack hot journals; change switches; couple and uncouple cars whenever it is necessary: in other words he is required to do everything that a brakeman does although he is receiving for his services just a little more than half the pay of brakeman;

Wherefore affiant prays thatthe matter be investigated and that he be given pay in accordance with Rule of General Order #27, Article #6, issued by the Director General providing for such cases.

Sworn to and subscribed before
me this 7th day of Dec 1918.

G. T. Barrow
Notary Public
Chatham Co. Ga.

Alex. Green
(Alex Greene)

18 Ravenall St.,
Florence, S.C.

To Hon. W. G. McAdoo, Director General,
Railroad Administration United States,
Washington, D. C.

Sir:

In Re. afidavit and claim of Andrew Higgins, Porter, Atlantic Coast Line Railway, for better pay under General Order #27, doing work of —TRAIN PORTER— and brakeman, getting wages of porter only, about half under the rule he is entitled to receive:

1. Being duly sworn deposes and says that he is and has been an employee, as porter, of the Atlantic Coast Line Railway, running between Florence and Wadesboro, S. C., for eighteen years, and during all that time has faithfully performed his duty to the best of his ability.

2. During the month of May, 1918 when the Director General of Railroads directed that colored employees, porters, be paid the same for the same work as white employees, he was and is still doing work that he had done before, that is to say as porter, —AND— brakeman, , but he has only received pay of porter.

3. As porter affiant claims he is doing brakemans work, and as —BRAKEMAN— must know all signals and call them; required to put on air, steam and whistle hose; re-brass and pack hot journals; change switches; couple and uncouple cars whenever it is necessary: in other words he is required to do everything that a brakeman does although he is receiving for his services just a little more than half the pay of brakeman;

Wherefore affiant prays that the matter be investigated and that he be given pay in adcordance with Rule of General Order #27, Article 6, issued by the Director General providing for such cases.

Sworn to and subscribed before me this 11 day of Dec. 1918.

H. A. Munson
Judge of Probate.

Andrew Higgins
(Andrew Higgins)

413 Hilliard St.,
Florence, S. C.

To Hon. W. G. McAdoo, Director General,
Railroad Administration United States,
Washington, D. C.

Sir:

In Re. affidavit and claim of Sam Jones, Porter, Atlantic Coast Line Railway, for better paynunder General Order #22, doing work of [redacted] and brakeman, getting wages of porter only, about
-TRAIN-PORTER.-
half under the rule he is entitled to receive:

1. Being duly sworn deposes and says that he is and has been an employee, as porter, of the Atlantic Coast Line Railway, running between Richmond, Va., and Florence, S. C., since 1889, and during all that time has faithfully performed his duty to the best of his ability.

2. During the month of May, 1918 when the Director General of Railroads directed that colored employees, porters, be paid the same for the same work as white employees, he was and is still doing work that he had done before, that is to say as porter, brake-
-AND-
man [redacted], but he has only received pay of porter.

3. As porter affiant claims he is doing brakemans work,
-AS-BRAKEMAN-
and [redacted] must know all signals and call them; required to put on air, steam and whistle hose; re-brass and pack hot journals; change switches; couple and uncouple cars whenever it is necessary: in other words he is required to do everything that a brakeman does although he is receiving for his services just a little more than half the pay of brakeman;

Wherefore affiant prays that the matter be investigated and that he be given pay in accordance with Rule of General Order #22, Article 6, issued by the Director General providing for such cases.

Sworn to and subscribed
before me this 14th
day of Dec 1918.

Albert Morrell
N. P.
my com exp. Nov 21st 1919.

Sam Jones.
(Sam Jones)

P. O. Jarrett, Va.

Form G-18

FILE NO.

UNITED STATES RAILROAD ADMINISTRATION

~~W. G. McADOO~~, DIRECTOR GENERAL OF RAILROADS

SUBJECT:

June 24, 1919
E-38-11-A-2

MEMORANDUM

With reference to the attached file in connection with the complaint of colored porters employed on the Atlantic Coast Line Railroad.

Mr.J.W.Lyons called at the Division of Labor on June 23rd in behalf of these colored trainmen, and in discussing the matter with Mr. Lyons he contended there has been no order issued to his knowledge by the management of the Atlantic Coast Line Railroad relieving the colored porters of the duties as set forth in Supplement No. 12, and that the colored porters are all required to perform such duties as:

"(a) Inspect cars and test signal and brake apparatus for the safety of train movement.
(b) Use hand and lamp signals for the protection and movement of trains.
(c) Open and close switches.
(d) Couple and uncouple cars and engines and the hose and chain attachment thereof.
(e) Compare watches when required by rule"

and none of the colored porters where there is a white brakeman or flagman employed on the train is being paid brakeman's wage.

It was contended by Mr.Lyons that if the colored porter was relieved of the duties above enumerated that it would be necessary to add another man to the crew. His principal argument, however, was that the porters are still required to perform the duties enumerated in Supplement No. 12 which provides that where such duties are required of the porter he shall receive brakeman's pay, and that the colored porter is not being paid in accordance therewith.

It was explained to Mr.Lyons that the matter was being taken up with the Director General by the Director of Labor and as soon as a decision is rendered in the matter he would be advised.

J.A.Franklin

June 24,1919

PERSONAL

For Mr. Tyler:

I am herewith attaching copies of two memorandums I have sent the Director General with reference to the application of Supplement No.12.

In my opinion the best way to handle this matter is to request the Director General to issue an interpretation in the usual form, clearly specifying how Supplement No. 12 should be applied.

My understanding of your letter of instructions of April 7th to the Regional Directors (which I never saw until today) is entirely in accord with yours. If there are two brakemen (or one flagman or one brakeman) on a train there is no use asking a colored porter to do trainman's work and Supplement No.12 will not be applied.

The case has been presented here through a number of months and now being pressed by Attorney Lyons and Congressman Bee of Texas, indicates that colored train porters are seeking moral (if not political) support outside of railroad circles and I am quite certain they will be able to prove in the vast majority of instances that these train porters are doing actually the class of work described in Supplement No.12 and would be dismissed if they did not do this work, and the train could not be properly operated without their performing these duties, for I feel sure it would be unsafe to operate a passenger train with only one flagman and no brakeman.

W. S. Carter

I-McC-AR

EXTRA COPY

Form G-76.

June 24,1919

For the Director General:

Since sending you my memorandum of June 21st to which is attached communication of T. A. Keith, all with regard to what appears to be the fact, that Supplement No.12 to General Order No.27 is not being applied on the Southwestern Railroads, I have taken this matter up with Mr. Franklin, my Assistant, and find that he has voluminous files upon this same subject which he has handled and which I had not seen.

It appears now, after reading all of the files, that after the issuance of Supplement No.12, giving brakeman's pay to colored train porters when they perform brakemen's work, the matter was taken up by the Regional Directors with Mr. Tyler. I do not know what was said to the Regional Directors but for several months after the issuance of Supplement No.12 it seemed that on some roads the Supplement was applied and on other roads it was not applied. I understand that the Southwestern Railroads in some instances do apply the order. In any event I find a copy of a letter addressed to the Regional Directors by Mr. Tyler, a copy of which I attach hereto. My understanding of Mr. Tyler's memorandum is my understanding of Supplement No.12. I understand from Mr. Tyler's memorandum that there is nothing in Supplement No.12 that would curtail the duties of employees heretofore classified as train porters; that on the trains having white brakemen and white flagmen and in addition thereto a negro porter performing only porter's work he would receive only porter's pay, but if he was required by the road to perform any of the duties of a brakeman he should be paid brakeman's pay. In order to clearly cover the matter and avoid improper claims under this rule instructions defining the duties of those who are white brakemen or white flagmen should be issued, creating a clear understanding that the colored porter is not required to perform any of the duties of brakeman or flagman.

I have carefully read Mr. Tyler's instructions although I never saw them until today, and I have read Supplement No.12 and think Mr. Tyler's instructions are correct.

I find that in disputes which have arisen between the colored brakemen and the several railroads, all of which correspondence is in Mr. Franklin's hands, Mr.Winchell sent out instructions which, while not containing this same language, did contain the same thought, and says, "In order to clearly cover the matter and avoid improper claims under this rule, instructions limiting the duties of train porters on trains where white flagmen or white brakemen are employed should be issued so that it will be clearly understood that the colored porter is not required to perform any of the

Form G-76.

duties of brakeman or flagman." He further states that, "The intent of this Supplement is to require the payment of brakemen's rate whenever the brakemen's duties are performed by the train porter. The Supplement plainly states that it shall not curtail the duties of employees heretofore classed as 'train porters'." In addition to this he says, "It has been understood in certain regions that on trains having white brakemen or white flagmen and a negro porter, the porter should be paid only the porter's rate. This is proper porviding the porter is notrequired to perform any of the duties of the brakeman."

I find however, that some of the Federal Managers, Mr. Delano, of the Atlantic Coast Line for instance, has quoted instructions received by him as follows:

> "On trains on which there is a white brakeman or a white flagman, train porter will be paid only the porter's rates, provided he is not required by orders of the Management to perform any of the brakeman's duties.
>
> "Where a colored train porter is required by orders of the Management to perform brakeman's duties, he is paid at brakeman's rate, even though there is a white brakeman or flagman on the same train.
>
> "On trains where there is no white brakeman or flagman, and the colored porter is required to perform the duties of the brakeman, he will be paid the brakeman's rate."

After going all over this correspondence I reached the following conclusions. It appears from the instructions issued by Mr. Tyler and Mr. Winchell reference is made to trains having brakemen or flagmen on them while the officials are taking the position that if there is one brakeman or one flagman on a train Supplement No.12 will not apply and that the train porter will not be required to do any of the brakeman's duties.

It seems the Federal Managers of certain railroads have accepted Mr.Tyler's instructions to mean that in order to avoid the application of Supplement No.12 to General Order No.27, all that is necessary is to assume that a train porter is not required to perform any of the brakeman's duties. If this is their position I feel that it is not only unfair to train porters but an unsafe operation of a passenger train. Any passenger train, so far as I know, operated on any railroad regularly handling railroad business, requires more than one brakeman or one flagman. I have heard of exceptions to the rule but they are indeed exceptions.

Form G-76.

The information that reaches this office that train porters who were not being specifically ordered to continue their past duties know that they will be dismissed from the service if they do not attend to these duties as they have been required to do during their many years of railroading. If a passenger train was operated with

a train porter doing nothing else than a train porter's work the conductor would have to do flagging, throw switches, etc., while the flagman or brakeman was on the rear end of the train.

This situation is becoming more embarassing every day. Mr. Lyons, as attorney for the negro porters, on the Atlantic Coast Line, was in the office today and insists there must be a deliberate intent to prevent the application of Supplement No.12.

It was only today that Congressman Bee of Texas called and took this matter up with Mr. Franklin, and I feel that unless something is done to either abrogate Supplement No.12, issue a regular interpretation as to its meaning in the form of an interpretation signed by the Director General, or else secure its reenforcement, this matter will be discussed in Congress.

Since this matter has become so acute, I have been very desirous of taking it up with Mr. Tyler but he is now out of town on business and I feel something should be done as soon as possible.

W. S. Carter

EXTRA COPY

1-McC-AR

E-38-11-a

1524 9th N.W.

Washington D.C. June 27-1919

DIVISION OF LABOR.

LABOR

Mr. R. S. Carter
Director Division
of Labor
Washington D.C.

JUN 27 1919

JUN 27 1919

Sir: I have just received this statement from Mrs J. A. Ryals, Arthur B. Hill and Sam White spearbre officers of the Colored porter Association addressed to the Honorable Director General Mr Hines. As it contains very pertinent matter may I presume to ask that you will inspect it yourself and have it called to the attention of Mr Hines

Very Respectfully, J. W. Ford
Counsel

To Mr. Walker D. Hines:

Director General Of Railroads:

United States Railroad Administration.

WASHINGTON, D. C.

Richmond Va
June 25th, 1919.

Dear Sir:-

The Petition of J.A. Ryals and Arthur B.Hill;Sam White; - respectfully shows that they are President,Secretary, and Treasurer of the Association of Railroad Train-Porters on the: ATLANTIC COAST LINE-Railroad, and for maney years have been doing faithful and loyal work on said road.

Second: The petitioners for themsalves indivdually and their - associates show that with a view of getting just treatment in the matte -r of their pay they forwarded to Mr.Lyman Delano,Federal Manager of - said Road, on the 15th, day of May, the following Petition:

The petition of J.A.Ryals, Arthur B. Hill and Sam White respectfully shows that they are President, Secretary and Treasurer of the Association of Railroad Porters on the main line of said road, and have been doing faithful and loyal work as such for maney years.

Second: They are doing all the work of Porters and all the duties lai d down in Supplement No.12 to General Order No. 27 such as, Inspect car s and test Signals and brake apparatus for the safety of train movement Use hand and lamp signals for the protection and movement of trains. Op en and close switches,couple and uncouple cars and engines and the hose and chain attachment thereof. Compare watches when required by rule. The performance, which constitutes them passanger brakemen or flagmen and entitles them under said supplement to the pay and compensation of passanger brakemen or flagman.

Third: your petitioners further show that they have applied to Mr. Lyma n Delano,Federal Manager of said Atlantic Coast Line Railroad for the i increase of wages which they verily belive they are entitled to,But has been denied that increase of pay by the Federal Manager aforesaid.

Fourth: The matter was then refered to Mr.W.S.Carter; Director of - Division of Labor, To whom Mr.Lyman Delano denied that we do the work as laid down in said Supplement.

Fifth: Your humble petitioners most earnestly differ from the view of Mr. Lyman Delano,Federal Manager as to they doing the work,for they has did this work every since they been in the service of said road;

--and up to the presant date, has never recive any instructions from - any of the Officials of said Road to cease doing this work.

Therefore they feel that they are justly intitled to be -- designated as passenger brakemen, and paid accordinly; for they do all the work described in Supplement No. I2 to General Order No. 27 and more not listed in said Supplement.

When the Director General issued said Supplement he was at that time made Wise, that the Train-Porters on various Roads was doing the work of passenger Brakemen or Flagman, together with the standard duties of a TrainPorter and this Supplement was issued with the view of having these men paid for the work they do. But up to the presan t date they have fail to recive any increase as accorded in said Suppl -ement.

Sixth:-- Your humble petitioners do not petition for a removal of this work; As there is no one to do this work but petitioners on the trains they run; But ask that adjustment be made at once, and back pay from June Ith, 1918. as accorded in said Supplement.

Every efford has been made to get Mr.Lyman Delano to comply with the Supplement, and it is now clear that he will not Pay it.

The matter is up to you for adjustment; and to take just such step as necessary to have petitioners and associated Train-Porters justified.

Petitioners farther shows that not only are they and their - - associates are intitled to this Pay. But are in great need of it -; The avarage reciving the small sum of $64.00 per Month,just one half th ey are intitled to, and a smaller sum paid any class of employees in the service of Said Road.

But are doing faithful and skillful work.

We will ever pray,etc.

S. O. Bryant
President.

Arthur B. Hicks.
Secretary.

Sam White.
Treasurer.

Counsel.

E-38-11a

COLORED ORGANIZATION Of
RAILWAY TRAINMEN.

J.A.Ryals, Chairman.

Richmond VIRGINIA
March 19th 1919.

Mr J.A.Franklin,
Assistant Director.
Division of Labor
Washington D.C.

Dear Sir:---

The members of this Organization has requested me to write you for this info--mation of which each man is very interested.

If it should be that these men was granted from the Director General of Railroads some certain working conditions.
Would they be Legal after the Railroads go back to Private Owners??.
If not can it be so arrange that the Officials of the Road, be brought in , and make Working Conditions sign there under be Legal??.

Please advise these informations at once ,
Awaits an early Reply:----

Your Truly:---

Arthur B. Hill.

Reply to Arthur B. Hill
914 North 32nd Street
Richmond Virginia.

DIVISION OF LABOR.
MAR 20 1919

March 21, 1919.

File E-38-11 a

Mr. Arthur B. Hill,
914 N. 32nd Street,
Richmond, Virginia.

Dear Sir:

This will acknowledge receipt of your communication of the 19th instant, in which you inquire as to whether the working conditions granted by the Director General of Railroads will apply, should the roads go back to private owners.

It is not my understanding that any of the Orders of the Director General as authorized by the President's Proclamation on taking the railroads over, would apply after the roads go back to private ownership, unless law be enacted, providing that such be the case.

If the roads are returned to private ownership, the officials will not be responsible to the Government, but to the men who own the roads, and they cannot now be brought in to sign anything that would bind them to observe that which may be contrary to the desires of the owners of the roads.

Very truly yours,

J. A. FRANKLIN

T-eg

UNITED STATES RAILROAD ADMINISTRATION
W. G. McADOO, DIRECTOR GENERAL OF RAILROADS

FORM-392

ATLANTIC COAST LINE RAILROAD CO.

E 38-11a

Mr W.S. Carter. Director.
Mr J.A. Franklin
DIVISION OF LABOR.
United States Railroad Adm'st.
WASHINGTON.

DIVISION OF LABOR.
622 North, 30, Street.
Richmond Virginia.
June 24th, 1919.

JUN 25 1919

Dear Sir:-

I learn through Mr J.W.Lyons; Att'y. Who has been Petition to you all for quite some time; that Mr Delano has denied that we do the Duties perscribed in Supplement No. I2 to General Order No.27.

Every Conductor; Engineer; and other Train-men on the said-A.C.L.Railroad, is willing to testify that we do the duties percribed in said Supplement. Farther more if Mr Delano issued any instruction to remove the work of us, up to the presant time we has never been advise about it. And if he did we are intitle to this pay as accorded untill notified to cease doing it. Not only that but there has not been any brakemen on the trains at all ; But us and if we did not do the work ask who did it. Thats plain as day. We are intitle to Brakemen pay from June Ith, I9I8. to the presant; and we trust that you will make an admidated adjustment. It is a rank unjust to with hold from us I2 - months money we are intitle to and can hardley servive with out.

PLEASE , do somthing at once;
This is the petition of Hundred of Train-Porters-
With me as a chanal of comunication.

Let me hear from you at once.

Arthur B. Hill
Sec'ty.

June 28,1919.

E-38-11-A

FILE

Mr. Arthur B. Hill,
622 North 30th St.,
Richmond, Va.

Dear Sir:

This will acknowledge receipt of your letter of June 24th with further reference to the application of Supplement No.12.

Please be advised that the Director of the Division of Labor now has up with the Director General the question of applying Supplement No. 12 as issued.

We are closely following this matter and just as soon as we have anything definite to say we will advise you and Mr. Lyons as well.

Yours truly,

J. A. Franklin

7-AR

COPY

Form G-77.

2—8676

June 30,1919.

E-38-11-A

FILE

Mr. J. W. Lyons,
1524 F St., N. W.,
Washington, D.C.

Dear Sir:

This will acknowledge receipt of your letter of June 27th addressed to Mr. W. S. Carter:

I have received the statement referred to and have put it on file.

Yours truly,

J. A. F[illegible]

7-AR

COPY

Form G-77.

WASHINGTON, D.C.

1524 T St. N.W.,
Washington, D.C.

July 7-1919
E 38 11-a

Mr. W.S. Carter,
Director Division Labor,
Railroad Administration,
Washington, D.C.

My dear Mr. Carter:

I herewith file with you in behalf of Colored porters of the Atlantic Coast Line who are seeking the pay provided in Supp. 12, Certificates from the following conductors, baggage masters etc., showing that these men do the work of passanger brakemen. They are, Messrs: E.P. Weathersbee; J.W. West; L. Clifton; J.P.Wade, Jr.; J.H. Rogers; L.J.Cramer; D.H.Jones; T.J.Poll; L.B. White; W.B.Evans.

Respectfully submitted.

W. Ford

Counsel.

DIVISION OF LABOR

JUL 9 19

UNITED STATES RAILROAD ADMINISTRATION
W. G. McADOO, DIRECTOR GENERAL OF RAILROADS

FORM-392

ATLANTIC COAST LINE
NORTH CAROLINA-SOUTH CAROLINA-GEORGIA-FLORIDA-ALABAMA-VIRGINIA

ATLANTIC COAST LINE RAILROAD CO.

To:
DIVISION OF LABOR:

United States Railroad,
Administration:

WASHINGTON D.C.

Wilmington N.C.

7-1 1919.

Dear Sir:

This is to testify that i know for my self, that the Train-Porters running on this District of the said, ~~Atlantic Coast Line R.R.~~ Are required to perform the following duties: regular when nece--ssary.

Inspect cars: Test signals and brake apparatus for the safety of train movement: Use hand and lamp signals, for the protection and m movement of trains: Open and close switches: Couple and uncouple cars and engines and the hose and chain attachment thereof: treat and brass Hot Journals on the line of run.

Signed: E P Weatherbee Condr.

J W West Condr

L Cripton

J P Wade Jr.

J H Rogers

J P Turner B M

T H Jones flagman

Lonnie R. Stephens
Train-Porter.

ATLANTIC COAST LINE RAILROAD.

Wilmington N.C.

To: July 1 1919.

United States Railroad Administration

WASHINGTON D. C.

Sirs:

This is to testify that i know for my self, that the Train--Porters running on this District of the said; Atlantic Coast Line R.R. Are required to perform the following Duties;

Inspect cars: Test signals and brake apparatus for the safety of train movement: Use hand and lamp signals, for the protection and movement of trains: Open and Close switches: Couple and uncouple cars and engines and the hose and chain attachment thereof: Treat hot journals when necessary on the line of Run.

T J Pace
Conductor.

S B White
Baggage-Master.

W B Evans
Flagman

George Fulton
Train-Porter.

July 9, 1919

E-38-11-a

Mr. J. W. Lyons,
1234 T Street, N. W.,
Washington, D. C.

Dear Sir:

This will acknowledge the receipt of your letter of July 7, addressed to Mr. W. S. Carter Director of the Division of Labor, together with statement which you wish to file in behalf of colored porters on the Atlantic Coast Line who are seeking the wages provided in Supplement No. 12 to General Order No. 27.

This matter is being given consideration at this time and we hope that something definite will be developed in the very near future.

Very truly yours,

H. P. Daugherty

Assistant Director.

COPY

2--8675

Form G-77

ll-nwa

1524 Tea Street, N. W.,

Washington, D.C., July 14, 1919

Mr. W. S. Carter,
Director Division of Labor,
Railroad Administration,
Washington, D. C.

Sir:

The Colored porters on the Atlantic Coast Line Railroad, who have been so faithful in the performance of their duties and have striven so long to have Supplement 12 to General Order #27 applied in the matter of their wages are confidently expecting when this ruling is handed down - and they hope it will be soon - it will be so phrased and worded that paragraph 4 in Supplement 12 can not be used to their hurt, injury and prejudice as employees of the Railroad. They hear suggestions up and down the Road that when they are given the wages of passenger brakemen to which from their services they are justly entitled, that then paragraph 4 of Supplement 12 will be resorted to and because of better pay for their jobs they will be ousted and their places filled by others. These humble but most worthy men reject this idea and refuse to give it credence, but they trust their tenure of employment and rights will be safeguarded in whatever ruling that may be necessary to give them the wages coming to those covered by Supplement 12.

Most respectfully,

J. M. Spencer
Counsel.

To:

Mr. W. S. Carter; Director.
Division of Labor,
U. S. Railroad Administration,
Washington, D. C.

July 12th 1919.

The undernamed Train-Porters, of the Atlantic Coast Line R. R. is but a few of the men that earnestly Petition for an Article in the New Ruling that will protect the Colored Passenger Brakemen on the Head end of said trains.

.....

J. A. Ryals, Richmond, Va.

Arthur B. Hill, " "

Sam White, Florence, S.C.

Lonnie Stephens " "

Enmord Whitehead, Wilmington, N. C.

James Patterson, Savannah, Ga.

Gus Murgill, Florence, S.C.

Dave Smith, Richmond, Va.

Charlie Williams, St. Petersburg, Fla.

Lelan Blanshall, Florence, S. C.

Thomas Williams, Wilmington, N. C.

Ed Miller, Charleston, S.C.

Alex Green, Florence, S.C.

W.A. Lee, Rocky Mount, N.C.

Sam Jones, Richmond, Va.

Horis Brailey, Richmond, Va.

William Hally, Florence, S.C.

William Prayloe, " " "

Frank Godwin, Richmond, Va.

John J. Tibler, St. Petersburg, Fla.

W. L. Roberts, " "

Earnest Taylor, Wilmington, N. C.

Willie More, Weldon, N.C.

Frank Walker, Richmond, Va.

Derix Truiet, St. Petersburg, Fla.

J. Albrigton, Waycross, Ga.

G. Spencer, " "

Ed. Thompkins, " "

J. Murray, " "

Elex Prince, Charleston, S. C.

Henry Z. Cobb, Wilmington, N.C.

Andrew Huggins, Florence, S.C.

Christian Harrison, Sumter, S.C.

Col Wyatte, Waycross, Ga.

D.M. Dwight, St. Petersburg, Fla.

Ed Grant, " " "

Albert Thorne, " " "

J. C. Crosseand, " " "

Jim Dixon, Jacksonville, Fla.

Dave Adam, Richmond, Va.

James Flowers, Florence, S. C.

Joe Norwood, St. Petersburg, Fla.

Calvin Hill, Wilmington, N. C.

George Fulton, " " "

Richard Small, " " "

Moses Stitch, Jarette, Va.

Willie Hopkins, Florence, S.C.

Offe Sperman, Fayettesville, N.C

Ed Dozier, Florence, S. C.

James Dubose, Hartsville, S.C.

Ed Rush, Sumter, S. C.

Sam Jones, Jarrett, Va.

George Macon, Florence, S. C.

Josh Montgomery, Fayettiville, N.C.

William Halley, Florence, S. C.

James Bird, Rosky Mount, N. C.

Liman Wilson, Fayetteville, N. C.

Arthur B. Hill,

Secretary.

_____

Counselor.

FORM-392

UNITED STATES RAILROAD ADMINISTRATION
W. G. McADOO, DIRECTOR GENERAL OF RAILROADS

ATLANTIC COAST LINE RAILROAD CO.

To:
DIVISION OF LABOR:

St-Petersburg Fla.

United States Railroad,
Administration:

Jacksonville Fla

Washington D.C.

_____ 1919.

Sirs:

The undersigned Gentlemen will testify, that they know for there self that the train-PORTERS, running in this District of the Said: Atlantic------ Coast--------- Line--------- Railroad; are required to perform the following duties regular when--necessary.

Inspect cars: test signals and brakeapparatus for the safety of train movement: Use hand and lamp signals, for the protection and movement of trains: Open and close switches: Couple and uncouple cars and engines and the hose and chain attachment thereof: Treat or brass hot journals when necessary on the line of run.

L D Nelson Brm

Jas Pritchfield Conductor

W. J. Adkins Flagman

E M Cowart

H Scott Flagman

Jos Hogan Engr

J. J. Brown Brm

J P Ballm Flag

Edward Fireman

UNITED STATES RAILROAD ADMINISTRATION
W. G. McADOO, DIRECTOR GENERAL OF RAILROADS

FORM-392

ATLANTIC COAST LINE RAILROAD COMPANY

COLORED ORGANIZATION OF RAILWAY TRAINMEN.

DIVISION OF LABOR.

#I4 East 20th, Street;
South Richmond Va.

E-38-1Pa

JUL 14 1919

Mr W.S.Carter,Director
Division of Labor
United States Railroad Administration
Washington.

July I2th, I9I9.

Dear Sir:-

I hereby personal petition that there will be included in the new ruling when made an afforded article that will protect me and my associate Train-Porters on Said road when the classifacati on of Passenger Brakemen are Applied.

As issued in Supplement No.I2.

Yours Very Cincerly:

S a Pizali

President.

E 38-11-a

909 Telfair St.

Augusta, Ga. Aug 2, 1919.

DIVISION OF LABOR.

AUG 4 1919

To Mr W.S. Carter

Director Division of

Labor Director Generals

Office Washington, D.C.

Sir: On the 15th of last month after we had as I thought exhaustively discussed every phase of the claim of the porters on the A.C.L. R.R. for pay of passenger brakemen, and had proved by overwhelming testimony that the porters are doing the work of passenger brakemen and are doing so by the direction of the authorties of R.R. and have been doing it for years. I was told by Mr Franklin assistant Director that the Regional Director Mr Winchell had advised that the men would have to be paid and that they might expect a reasonably speedy settlement of the claims, I then put myself in corespondence with Mr Winchell Regional Director He referred my letter to Mr Lyman Delano Federal Manager and here is Mr Delano's reply.

"Wilmington, N.C. July 29th, 1919-ab.

J.W. Lyons,

909 Telfair ST, Augusta, Ga.

Your letter of July 21st to the Regional Director has been referred to me for reply. I presume you have reference to certain colored porters on trains where white flagmen are employed. Our rules do not require service of colored porters on these trains that would place them under Supplement No. 12, nor are our requirements such as would justify claim for compensation under that Supplement.

Yours truly,
Lyman Delano Federal Manager-"

Mr Delano's letter is far and away from proved facts of the case, The record in your office establishes by a cloud of witnesses that they do the work of passenger brakemen and that they have all the time been required to do it. It is a sad commentary upon the condition of affairs when these men can not get what they have justly earned while other men in similar work are stricking because their demands are denied them although they are paid according to the highest scale of the R.R. Administration. If I understand you fully on July 15th when you told me the matter had been disposed of the Federal Manager of the A.C.L. R.R. seems to be defying the Director Generals' Office. His position is so antagonistic to the facts, that I ask a line at your earliest convenience on this new situation.

Respectfully, G. M. Rogers

Counsel for porters-

ATLANTIC COAST LINE RAILROAD.
TRAIN)PORTERS.

E-38-11-a

ARTHUR B. HILL.
Correspondence, Sec'y;

622, North , 30th; Street.

Richmond, Virginia.

MR. W.S.CARTER:
DIRECTOR OF
DIVISION OF LABOR:
U.S.R.R.ADMINISTRATION.
WASHINGTON; D.C.

AUG'2nd; 1919.

DEAR SIR:-

AS YET NO REZULTS HAS COME TO THE TRAIN-PORTERS FROM THE LAST INSTRUCTION TO THE FEDERAL MANAGER CONCERNING SUPPLEMENT NO. 12. BEING APPLIED TO ALL THE TRAIN-PORTERS.

THE DISTRESS OF TRYING TO LIVE ON THE SMALL SUM OF $64.00 IS STILL EXJISTING.

ITS THE PETITION THAT YOU WILL PLEASE SUBMIT TO THE DIRECTOR GENERAL, TO CONCIDER AN GENERAL RAISE FOR THE TRAIN-PORTERS.

WE BEG THAT YOU WILL PLEASE DO THIS; AND IF HE DEZIRE WE WILL HAVE A COMMITTEE IN WASHINGTON AT AN SET DATE TO CONFER ON THE SITIATION. OF COURSE YOU ARE WELL AWARE OF THE CONDITION THAT EXZIST AMONG THE TRAIN-PORTERS: IT SEEM SO HARD TO GET THE FEDERAL MANAGER T TO APPLY TO SUPPLEMENT NO .12 AS ISSUED AND IF YOU ALL WILL PLESE CONCIDER AN GENERAL INCREASE OF WAGES FOR THE TRAIN-PORTERS THIS WILL SETTLE THE HOLD QUESTION. PLESE ADVISE ME WHAT WILL YOU DO ABOUT IT.

ALSO IF YOU DEZIRE US TO COME TO WASHINGTON AT AN CERTAIN FIX DATE TO CONCIDER THESE MATTERS.IF SO PLEASE GIVE AT LEAST 12DAYS NOTICE.

YOURS AWAITING EARLY REPLY:---

Arthur B. Hill.
Correspondence,Sec'ty.

UNITED STATES RAILROAD ADMINISTRATION

FORM-392

[redacted] DIRECTOR GENERAL [redacted] RAILROADS

ATLANTIC COAST LINE

[redacted]

ASSOCIATION OF TRAIN-PORTERS:

ARTHUR B. HILL: Secretary.

622 North, 30th, Street.

Richmond Virginia.

E 38-11-a

Mr J. A. Franklin;
Assistant Director
Division Of Labor:
Washington.

July 3rd, 1919.

2 letters

Dear Sir:-

Your letter of the 28th; regarding what steps the Director of the Division of Labor; had made towards applying Supplement NO. 12. as issued.

I wants to together with the Associated Train-Porters of said Atlantic Coast Line Railroad thank you to the Highest for your information.

We are more anchious than you are to bring this complaint to an end; But you know Mr Franklin that we are under suffring condition due to we not being paid whats due to us. And thats why we continue to beg and ple for an enforcement of Justus.

I am waiting and listing any date for a ruling.

Yours truly:

DIVISION OF LABOR

Arthur B. Hill

Secretary.

JUL 7 1919

E-38-11-a

To:
Mr W.S.Carter,Director
Division of Labor
United States Railroad Administration
WASHINGTON.

Richmond Virginia.
July 3rd,1919.

Dear Sir:

With further refrence to the application of Supplement No/ I2 to General Order No.27. alow we to refure you to that great amount of Conductors;Enginers;Flagmens; and Baggage-Masters; who from - Diffrent parts of the System testifyed with there own Signature that the Train-Porters on Said A.C.L.R.R. do perform the duties described in Supplement No.I2. and if it was neccessary we could get twice this maney more. But we feel this should be sufficiant to approve that we Do the Work, and are intitle to the correct Pay and Back Pay.

Wevbelive that you are confuring the matter and we ask that you will give the matter you strick attention and advise every step that is being made by the Director General.

We wants to thank you for you inetrest in the past and in advance for you future attention.

DIVISION OF LABOR

Yours Very Truly:

Arthur B. Hill

Sec'ty.

JUL 7 1919

622 North; 30th, Street:
Richmond Virginia.

TRAIN-PORTERS-
ATLANTIC COAST LINE RAILROAD.

Daugherty

Arthur B. Hill;
Corresponding Sec'ty.

DIVISION OF LABOR

622 North; 30th; Street.
Richmond Virginia.

Mr. W. S. Carter:
Director:
DIVISION OF LABOR:
WASHINGTON D.C.

Aug', 6th; 1919.

AUG 7 1919

Dear Sir:-

You will find inclosed a copy of Mr. Lyman Delano; Federal - Manager of The Atlantic Coast Line R.R. in reply to My letter to him and Mr. B. L. Winchell; Regional Director; concerning the application of Supplement No. 12 to all the Train-Porters of the Said Road as all was intitle to this rate of pay regardless to there being an White Flagman on the Trains we run.

You may read and understand for your self that Mr. Delano do not intends to pay this Money regardless to your Orders to pay same.

The Question now being asked by Hundreds of Train-Porters WHAT WILL MR. CARTER, DO ABOUT MR. DELANO REFUSING TO PAY.

Even the Conductors and Trainmen who knows our duties is at an wounder, for they did there part when the testified that the work was did by Train-Porters on the Atlantic Coast Line Road.

We ask that you will please recomend to the Director General to Give the Train-Porters an General Increase in Wages, as it is empossible to live on the Presant Salary of Less than $70.00 per month.

Let me hear from you at once
We beg and Pray:

Arthur B. Hill.
Correspondence Sec'ty.

incloseries:-

UNITED STATES RAILROAD ADMINISTRATION
W. G. McADOO, DIRECTOR GENERAL OF RAILROADS

FORM-392

ATLANTIC COAST LINE RAILROAD COMPANY

OFFICE OF FEDERAL MANAGER.

Lyman Delano,
Federal Manager.

WILMINGTON, N.C.
July 31th, 1919-ab.

(Copy.)

Arthur B. Hill,
622 North 30th, Street.
Richmond, Va.

Referring to your letter of July 25th; also to your letter to the regional Director, dated July 22nd, which has been forwarded to me by Mr. Winchell:

The Colored Porters on the Atlantic Coast Line has been classified in accordance with our understanding of the provisions of Supplement No. 12, and necessary instructions to cover their work has been issued.

Yours truly,

Signed: Lyman Delano.
Federal Manager.

FILE

August 8,1919

Mr. Arthur B. Hill,
Correspondence Secretary,
Train Porters,
622 No. 30th St.,
Richmond,Va.

Dear Sir:

This will acknowledge receipt of your letter of August 2nd to Mr. W. S. Carter, Director, also your letters of August 2nd and 6th together with telegram of August 6th addressed to Mr. W. D. Hines, Director General, which have been referred to this Division relative to petition of colored train porters for a general increase in wages.

I understand from these communications that what you desire is a further increase in wages above those provided for in General Order No. 27 and its supplements.

I would suggest that a statement be prepared by the colored train porters setting forth the facts as to wages and working conditions and the desires of that class of employees for presentation to Board of Railroad Wages and Working Conditions in accordance with Article VII of General Order No. 27, copy attached hereto.

Yours truly,

H. P. Daugherty

Asst.Director.

COPY

Form G-77. 2—8675

11-AR

E-38-11-A

August 15,1919

Mr. J. W. Lyons,
909 Telfair St.,
Augusta, Ga.

Dear Sir:

Referring to your letter of August 7th last addressed to the Director General which was referred to this Division for attention relative to colored train porters on the A.C.L. RR.

I note you state that the Federal Manager has issued orders directing that simply porter's duties be required of train porters and therefore they are being relieved of switch keys.

In view of the above it is my understanding that your letter is now a request for back pay which you feel is due the colored porters for period that it is alleged they performed the duties of brakemen. If this is correct I would suggest that the train porters take the matter up with their superior officer of the railroad and endeavor to effect a settlement and failing in this have a joint submission prepared giving joint statement of facts and setting forth the contention of both parties, and transmit same to this Division for presentation to the proper tribunal for consideration in accordance with Supplement No. 6 to General Order No.27, copy attached.

Yours truly,

H. P. Daugherty

Asst.Director.

Form G-77.

2—8575

11-AR

FILE COPY

108215

909 Pittsburgh

E. 38-11-a

DIVISION OF LABOR.

OFFICE OF DIRECTOR GENERAL OF RAILROADS

AUG 9 1919

AUG 9 1919

Augusta Ga. Aug 7-1919

Hon W. D. Haines
Director Genl R.Rs.
Washington D.C.

Sir, For years the colored porters on the Atlantic Coast Line R.R. have been doing the work of Passenger Brakemen.

This work was done by the win authority over them. They thought and did so, I think reasonably and rightfully that since they do that work, we.

withstanding the peculiar wording of paragraph 2 in Supplement 12 to General Orders No 27 they are entitled to be paid according to that Supplement.

In other words as the flagmen did all the work described, in that Supplement as constituting the duties of a passenger brakeman common sense, justice and equity all combined clearly should that they are entitled to that rate of pay. Indeed it is the very gist of the administration of the Rail Roads by the government.

Last month the matter was fully

investigated and it was shown by overwhelming testimony, from Conductors, Flagmen, Baggage Masters, Engineers and Firemen and others, that these porters were doing that work and had been doing it most satisfactorily all the time. On the 15th of July last Mr Franklin Assistant Director of Division of Labor stated to me the matter had been settled and the Regional Director had been instructed to have the Federal Manager put these men on the Scale of wages provided by that Supplement retroactive to June 1st 1918. Now he and authorized the Federal Manager comes back, issues an order directing porters to do simply porters duty, and says they never had to do passenger baggage work, and gives no assurance of pay for the more than thirteen months that they have done the work of passenger brakemen in addition to their duty as porters. The porters ask you for their pay from June 1st 1918 to the date of the order restricting them simply to porters duty.

over

This order of General Manager Delano went into operation one day this week. The switch keys were taken from some of the porters Tuesday, Wednesday and today Thursday the 7th. These men never strike and they never strike. They are simply loyal hard working employees always willing efficient loyal and ready to do their full duty and their petition is to apply to them the justice that is enforced in the law.

Respectfully

J. W. Ayers

Atty for petition of the A.C.F.R.R.

108215

August 9,1919.

Dear Sir:

Permit me, in behalf of the Director General, to acknowledge your letter of August 7th, in reference to the wages and duties of train porters.

Your letter is being referred to Mr. W.S. Carter, Director, Division of Labor for attention.

Sincerely yours,

(Signed) M. B. C.

Mr. J. W. Lyons,
909 Telfair Street,
Augusta, Ga.

Y:MO

TRAIN PORTERS. A.C.L.R.R.

Arthur B. Hill;
Sec'ty.
622 North, 30th, Street.
Richmond, Virginia.

To:

Mr. W.S.Carter: Director.

Division of Labor

United States Railroad Administration

Washington, D.C.

Dear Sir:-

PLEASE ADVISE ME AT ONCE WHAT STEP IS BEING MADE IN COMPLY TO OUR PETITION FOR AN GENERAL INCREASE IN WAGES FOR TRAIN PORTERS ABOVE THOSE PROVIDED FOR IN GENERAL ORDER NO 27 AND ITS SUPPLEMENTS:

YOURS VERY TRULY:) —

Arthur B. Hill.
Sec'ty.

DIVISION OF LABOR.
SEP 2 1919

Mr. W. S. Carter, Director,

Division of Labor,

United States Railroad Administration,

Washington, D. C.

Dear Sir:-

We, J. A. Ryals, President, and Arthur B. Hill, Secretary, of the Train Porters Association of the Atlantic Coast Line Railroad, composing a duly authorized committee of the said Train Porters Association, respectfully submit the following statement of facts and request an interpretation of Supplement No. 12 to General Order No. 27.

We quote Supplement No. 12:- "To carry out the intent of Article VI, of General Order No. 27, and retroactive to June 1, 1918, it is ordered:

1. Employees in a train crew, except conductor, collector and baggagemaster, qualified and regularly required to perform the following essential duties, will be designated as passenger brakemen or flagmen and paid accordingly:

(a) Inspect cars and test signal and brake apparatus for the safety of train movement.

(b) Use hand and lamp signals for the protection and movement of trains.

(c) Open and close switches.

(d) Couple and uncouple cars and engines and the hose and chain attachments thereof.

(e) Compare watches when required by rule.

2. Where white brakemen are not employed, the compensation and overtime rule for colored brakemen shall be the same, for both passenger and freight service, as for the same positions on the minimum paid contiguous road.

3. This order shall not curtail the duties of employees heretofore classed as "train porters."

4 This order shall not infringe upon the seniority rights of white trainmen."

We quote Article VI, General Order No. 27. "Colored Firemen, Trainmen and Switchmen.

Effective June 1, 1918, colored men employed as firemen, trainmen and switchmen shall be paid the same rate of wages as are paid white men in the same capacities."

The members of the Train Porters Association of the Atlantic Coast Line Railroad are all colored men and their membership comprises about eighty per cent of the colored employees of the said road who were employed in the same capacity as themselves between the dates June 1, 1918, and August 5, 1919, both inclusive. Upon the latter date, namely, August 5, 1919, an order of the management of the said road curtailing the duties of the colored trainmen of our class went into effect.

The purpose for which this interpretation is asked is that there may be an adjustment of the claim of the members of the said association and of all other employees of the said road in the same class as themselves of their right to be paid at the same rate as white men performing the same duties, during the same period, June 1, 1918, to August 5, 1919, rather than at the rate at which

they actually have been paid.

We respectfully maintain that during the whole of the period from June 1, 1918, to August 5, 1919, and for many years previous thereto, men of our class were qualified and were regularly required to perform all the duties specified in Supplement No. 12 to General Order No. 27. Our statement of this fact is supported by affidavits of many of our white fellow-employees, conductors, enginemen, brakemen and baggagemen, which affidavits were submitted by us for your consideration on or about June 25, 1919, and which are, we presume, now on file at your office. Furthermore, this fact can be established readily by testimony of disinterested witnesses, our white fellow-employees.

A white man who holds the position we hold and performs the duties we are required regularly to perform is called "front brakeman".

When we are accepted for employment and assigned to duty we are provided with and required always to carry the same equipment as white brakemen.

We are to be carefully distinguished from Pullman porters, who are employees of the Pullman Company, and whose duties are very different from ours.

The method of application of Supplement No. 12 of General Order No. 27 by the management of the Atlantic Coast Line Railroad is this: On certain short local trains on branch lines where the train crew is limited to conductor, baggageman, engineman, fireman and porter, the porter has been classified as a brakeman and paid accordingly, with back pay from June 1, 1918, but on the longer trains of the main line where the train crew includes one or more white brakemen, the colored porter has been refused classification as brakeman.

We are disciplined by suspension or by discharge for failure in the performance of our duties.

The foregoing statement of facts, which are true, to the best of our knowledge and belief, we submit, covers the material points of our position and establishes our right to be classified as brakemen during the period from June 1, 1918, to August 5, 1919, and to be paid accordingly.

Attempting to comply with Supplement No. 6 to General Order No. 27 in the submission of contentions between employees and officials of railroads, our representative, on August 27, 1919, sought an interview with Mr. Lyman Delano, Federal Manager of the Atlantic Coast Line Railroad, and was referred by him to Mr. P. R. Albright, General Manager, as having full authority to deal with the question of back pay for the train porters of the road. Mr. Albright refused to join in a statement of facts as provided in Supplement No. 6 of General Order No. 27 and we are now acting upon a suggestion from your office that we submit, with our statement of facts, a statement of the position of the officials of the Atlantic Coast Line Railroad, as we understand it from their letters and from this interview with Mr. Albright.

Mr. Delano's letter of March 8, 1919, to Arthur B. Hill, which is probably on file with Mr. J. A. Franklin of your office, gives his method of application of Supplement No. 12 as follows:

"Where there is no white flagman or brakeman on a train and the Negro porter performs the flagman's or brakeman's work, he will be paid tha

will be paid the Brakeman's rate. Where there is a white brakeman or white flagman and a Negro porter on a train, the porter will, of course, be paid the porter's rate."

We quote further from Mr. Delano's letters: May 5 and 15, 1919. "We are handling this matter in strict accord with what we understand to be the direction of the Railroad Administration."

May 25, 1919. "the matter has been handled in accordance with our understanding of Supplement No. 12 and further handling of this question on the part of our porters is unnecessary."

July 31, 1919. "The colored porters on the Atlantic Coast Line have been classified in accordance with our understanding of Supplement No. 12, and necessary instructions to cover their work have been issued."

August 4, 1919. "So far as the application of Supplement No. 12 is concerned, I believe I have already written you in regard to this and our position in the matter, and you understand the orders that have been issued relative to limiting the porters' duties."

The interview of our representative with Mr. Albright discloses the position of the management to be about as follows:

Colored train porters are not to be classified as brakemen because they have none of the responsibilities of brakemen and they are never disciplined for failure in the performance of their duties. There is no issue between the management and the train porters; they know our terms and they can accept them or quit. Article VI, of General Order No. 27 is disregarded because the colored man of the South has a place and must be kept in his place. Where white men are employed to perform the duties required of colored porters they are classified as brakemen.

A stenographer was present during this interview and a stenographic report of the interview could probably be obtained by application to Mr. Albright.

Respectfully submitted,

J. A. Rizal President.

Hiram B. Hill. Secretary.

September 8, 1919.

E-38-11-A

September 9,1919

Mr. Arthur B. Hill, Secretary,
Train Porters Association, A.C.L.RR,
622 - No. 30th St.,
Richmond, Va.

Dear Sir:

Referring to your visit to this Division of yesterday accompanied by Mr. John J. Long, Attorney, representing the Train Porters of the A.C.L. RR and letter addressed to Mr. W. S. Carter, Director, dated Sept. 5,1919, signed by Mr. J. A. Ryals, President and yourself, in which you submitted a statement of facts and request an interpretation of Supplement No.12 to General Order 27.

As stated to you the matter was taken up with Mr. Lyman Delano, Federal Manager, setting forth the facts in your statement and requesting that he give prompt attention to the matter and as soon as we have heard from him the question will be taken up further.

Yours truly,

H. P. Daugherty

Assistant Director.

11-AR

Form G-77

2—8575

FILE COPY

Will you not investigate the matter and advise whether or not these men did as they claim, perform these duties from June1,1918 to August 5,1919 and whether or not they are,in your opinion, entitled to back pay as claimed and also why General Manager Albright declined, if he did, to join the representative of the train porters in submitting the matter to the Division of Labor as provided in Supplement No.6 to General Order 27?

I will appreciate it if you will give this prompt attention as these men are complaining bitterly of the delay and expenses they have been put to in trying to bring about an adjustment of the matter.

Yours truly,

H. P. Daugherty

Assistant Director.

10-AR

FILE COPY

Form G-77

2—8675

September 8,1919

Mr. Lyman Delano,
Federal Manager, A.C.L. RR,
Wilmington, N.C.

Dear Sir:

Mr. John L. Long, an attorney from Richmond, Va., who represents the train porters of the A. C. L. RR, accompanied by Mr. Arthur B. Hill, an A.C.L. train porter and secretary of the Train Porters Association of the A.C.L. called on me today and explained that in accordance with instructions they had received from the Division of Labor and in accordance with Supplement No. 6 to General Order 27 requested an interview with you for the purpose of adjusting the claims of their members who are performing the duties as set forth in Supplement No.12 to General Order 27 and were referred to Mr.Albright,General Manager and were given to understand that he had full authority in the matter.

They say Mr. Albright states the position of the management about as follows:

> "The colored train porters are not to be classified as brakeman because they have none of the responsibilities of brakeman and they are never disciplined for failure in the performance of their duties. There is no issue between the management and the train porters. They know our terms and they can accept them or quit. Article VI of General Order 27 is disregarded because the colored man of the South has a place and must be kept in his place."

My understanding is that these men contend that they have been required to perform the duties as set forth in Supplement No.12 and that they are therefore entitled to the same compensation as white brakeman, in accordance with the provisions of General Order 27 and Supplement 12. I further understand that about August 5,1919 instructions were issued which restricted the duties of the colored train porter and that they are not now required to perform the duties of brakeman but they contend they did perform these duties from June 1,1918 to August 5,1919 and are entitled to back pay for same.

FILE COPY

Form G-77 2—8575

ASSOCIATION OF TRAIN-PORTERS:
ATLANTIC COAST LINE RAILROAD:
HEADQUARTERS: FLORENCE S.C.

E-38-11-a

J.A.RYALS:
President.

ARTHUR B. HILL:
Secretary.

622 North, 30st, Street;
Richmond, Virginia.

TO:
Mr. H.P. Daugherty;
Assistant Director.
Division Of Labor.
United States Railroad Administration
Washington, D. C.

Sep't 10th, 1919.

SEP 12 1919
DIVISION OF LABOR

Dear Sir:-

Your letter of the 9, came very safe to hands to--day and alow me to thank you very much for your informations in regardes to you action on adjustment of Supplement No.12 to General Order No.27.

I cant explain how much i apreciate your presant in the interview in Mr. Blake, Office i learn for my self that you are a man for the right thing and nothing else,and when the right thing comes before you regardless to apose you will stand for the right,and i shall never forget you after adjus ment is made.

Mr. Blake review the dispozition of the R.R. in the south for 30 years back,mention the aggrements of the Broth -erhood of Trainmen,and maney other things of the pass,We vary from Mr. Blake,and Mr.Delano; when General Order No.27 was - issued it was the Director intents to do away with the R.R. in the South way of discrimation,it was the Director General intents to have Colored men Paid the same as White for there work of the same capacities Article No.6 of General Order No. 27. The question arose during last year that the train-Porters was performing the same duties of a white passenger Brakeman but was classed as a Train-Porter,and the officials refuse to pay him for the work he was rendering,The first of December 1918 we sent to Director Generl W.G.McAdoo,a gret number of affidatives sign and sworn before Notary Public that the Train-Porters of the A.C.L.R.R. was doing a brakemans duties b ut was only reciving Porters Pay:

The Director General then issued Supplement No.12 t to interpretate his meaning to Article No.6 of General Order No.27. In other words where ever the Railroads ~~Absurde~~ Officials did not class us as Train-Men,this he made clear i n the First Article of the Said Supplement No.12,Reads thus:

"EMPLOYEES ! in a train crew;"

So its clear even if we was not class as trainmen which we are intitle to; we shure was employees! we certanly was in the train crew; And WE DID ALL THE DUTIES THUS - DISCRIBED IN SUPPLEMENT NO 12.

ARTICLE NO. 2 of Supplement No.12.Read Thus:
"Where White brakeman are not employed,-"

There could be no other meaning to this than to say,if there was a white brakeman on the train and a Porter of course e the Train-Porter would not expect to recive any Brakeman Pa -y; But there have never been on the A.C.L.R.R. system a - Porter and a Brakeman (White) on the same train never.

The Train crew concist in General of Conductor,Porte -r, Baggemaster; Flagman. the use of a colored man on the headend in the brakemans place was ; that the White man would not do what the colored man do ,cleaning cars and handling baggage,and ets' only the porters would do this.

Therefore we was used to do both Porters and Brakemans work but get the pay only of a porter:

That the Reason article No.3 says thus:

" This order shall not curtail the duties of employees here--tofore classed as " train-Porters".

If this had not been order the Train-Porter who did the duties discribed in said supplement and perform his standard duties could have request both Porter, and Brakemans Pay.

Mr. Daugherty this Supplement is as clear as day- and was issued special for the benifit of the Train-Porter, therefore we feel it need no interpretation,for most any person can understand it, and it certain we have did these dut--ies thus discribed for maney years and stands intitle to BACK PAY RETROACTIVE TO JUNE I, I9I8,it is Orderd: to the - time we was notified to cease doing these duties thus discri--bed in Supplement No.I2.

And we beg that you will please give this matter you strict attention and see to it that we be justified in what we are greatly intitle to,accorded by supplement no.I2.

Please Advise me and our Att'y at once when you recive Mr.Delano reply,would be very glad for you to wire same will be paid at this end: If he refuse we beg your - - early Adjustment:

We ever Pray; etc:

Stanley D. Hill,
Secretary.

E-38-11-N

September 16,1919

FILE

Mr. Arthur B. Hill,
Secy, Association of Train Porters,ACL RR,
622 North 30th St.,
Richmond,Va.

Dear Sir:

I wish to acknowledge recent of your letter of Sept. 10,1919 regarding the application of Supplement No.12 to General Order 27 to colored train porters, and as stated to you in my letter of the 9th inst., as soon as Federal Manager Delano has been heard from the question will be taken up further.

Yours truly,

Assistant Director.

11-AR

COPY

Form G-77.

2—M 15

Two letters { 38-11-a

JOHN L. LONG
ATTORNEY-AT-LAW
AMERICAN NATIONAL BANK BUILDING
RICHMOND, VIRGINIA

DIVISION OF LABOR.
SEP 24 1919

September 22, 1919.

Mr. H.P. Daugherty,
Assistant Director,
Division of Labor,
Washington, D. C.

Dear Mr. Daugherty;

Will you please let me have a report on your efforts with Mr. Lyman Delano, Federal Manager of the Atlantic Coast Line Railroad, for an adjustment of the question of back pay for the train porters of that road.

Very truly yours,

John L. Long.

JLL*H

Mr. Long called + situation explained to him

517

M&S

UNITED STATES RAILROAD ADMINISTRATION

DIRECTOR GENERAL OF RAILROADS

WASHINGTON

BOARD OF
RAILROAD WAGES AND WORKING CONDITIONS

A. O. WHARTON, CHAIRMAN
W. E. MORSE, VICE CHAIRMAN
J. J. DERMODY
F. F. GAINES
C. E. LINDSAY
G. H. SINES
J. A. EMMART, SECRETARY

ROOM 812
SOUTHERN RAILROAD BUILDING
1300 PENNSYLVANIA AVENUE

SEP 24 1919
DIVISION OF LABOR.

September 22, 1919.

Refer to Docket No. 517

E-38-11-a

Mr. W. S. Carter,
Director, Division of Labor,
U. S. Railroad Administration,
Washington, D. C.

Dear Sir:-

There is attached copy of correspondence covering request received from train porters in the service of the ACL, L&N LH&St.L. requesting investigation of alleged improper application of wage orders affecting their positions.

In the various submissions made by these employees the statement is made that they are required to perform duties of passenger train brakemen such as picking up and setting out cars, cut off and couple on engines at Division points where engines are changes, couple and uncouple air hose and steam hose, brass hot boxes and assist in the handling of baggage and mail. With this description of their duties before the Board the matter was taken up with Regional Director Winchell with a view of getting a proper understanding of the work they perform, and after some investigation Mr. Winchell advised as follows:

> "As their complaint quoted by you does not show that they have handled with their superior officers, including Mr. Napother, I assume it will be proper for them to do so and definitely establish the duties officially performed by them individually. Very definite instructions have been issued to all Federal Managers that if their porters perform any of the duties set out in Supplement No. 12 they must be paid accordingly, and if these porters handle as suggested, there should be no difficulty in establishing the correct rate of pay due them under the wage orders."

The complaint of the train porters in the service of the ACL Railroad reached this Board through Mr. Brice Claggett, and would indicate that the so-called "train porters" are in some cases performing work prescribed in Supplement No. 12 to General Order No. 27 as brakemen's work, and this phase

of the matter would appear to be covered by Mr. Winchell's letter of September 7 indicating that the Federal Managers in his territory have been spceifically instructed as to the proper application of rates, in accordance with the provisions of Supplement No. 12; except of course as further petition from the employees may justify investigation.

The employees have been advised by this Board that if the provisions of Supplement No. 12 to General Order No. 27 are not being properly applied, they should handle the matter in accordance with the procedure outlined in Supplement No. 6 or 6-A, and the foregoing facts are presented for your information in connection with any further complaints you may receive.

Yours very truly,

BY ORDER OF THE BOARD

A.O. Wharton

Chairman.

ENC
8-63

517
MAS

File #13018-2

Tampa, Fla., Sept. 10, 1919.
Recd. Sept. 15, 1919/

Mr.A.O.Wharton,
Chairman, Board of Wages & Working Conditions,
Washington,D.C.

Dear Sir:-

Yours of September 2nd to hand. It was carefully read and every word you said was noted.

In reply to yours will say in reference to the second line and fifth word of your letter, the interpretation of the proper intent of existing wage orders, Mr. Wharton, I have been instructed by the Division of Labor to send this - I mean to say, for a wage increase - send it to the Board of Wages and Working Conditions.

Mr.Wharton, we have had this up for some time.

To the Board of Wages & Working Conditions:

We are performing the duties of passenger train brakemen and we want brakemen pay. Mr. Wharton, the Federal Manager and Division Supt. are compelling us to perform these duties as brakemen on passenger trains and have refused to pay us for the duties that we perform on passenger trains, and said that they would not pay it until they had it to pay. Mr. Wharton, on the Seaboard Air Line, we are performing the duties as passenger train brakemen and want brakemen pay from Jan. 1,1918.

We are, yours Respectfully,

(sgd) G.E.Washington
Chairman.
814 Cleveland St/,Jacksonville,Fla.

(sgd) Jno. W. Taylor
Sup. & Sec.
1109-3rd Ave., Tampa, Fla.

UNITED STATES RAILROAD ADMINISTRATION

Director General of Railroads

September 3, 1919.

Recd. Sep. 4, 1919.

Memorandum: For Mr. F. F. Guinan.

The attached letter from Arthur B. Hill, 622 North 30th Street, Richmond, Virginia, relative to the petition of train porters of the A. C. L. Railroad for increase in wages, which was referred to Mr. Carter, has been returned with the suggestion that it be sent direct to you, for consideration.

H. B. C.

64

M & S

UNITED STATES RAILROAD ADMINISTRATION

Director General of Railroads

August 9, 1919

Rec'd Aug. 11, 1919

Memorandum for W. S. Carter:

Attached hereto is a further letter from Arthur R. Hill, 622 North 30th St., Richmond, Va., in regard to the position of Train Porters of the ACL Railroad, for increase in wages. The previous correspondence in this case has been referred to you.

M. B. G.

fel-bl

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TRAIN PORTERS OF THE
ATLANTIC COAST LINE RAILROAD.

Arthur B. Hill,
Correspondence Sec'ty
822 North 30th Street,
Richmond, Virginia.

To: Mr. Brice Clagett,
Ass't to the Director General.
United States Railroad Administration,
Washington, D. C.

Recd. Aug. 7, 1919

Aug. 6th, 1919.

Dear Sir:

Your letter of the 5th came safe to hands today in reply to my letter of the 2nd to the Director General regarding Wages for Train-Porters.

Please notice that this letter gives an explanation of the critical condition existing among the Train-Porters, due to not getting enough wages to meet the high cost of living.

And it is especially petitioned that you will consider and recommend to the Director General our petition for a general increase in wages, as the average train porter receives less than $70.00 per month.

According to our understanding, petitions for wage increases should be directed to your Board and not the Division of Labor.

The voice of several hundred train porters are petitioning through me. This is quite a serious question and desires strict attention as the men are growing very impatient of receiving such

small wages for skillful work they are rendering throughout the country as classes.

It is earnestly petitioned that you will expedite this matter and we are willing to send men to explain further if you desire.

Yours for an early reply,

We pray and beg:

TRAIN-PORTERS:

(Sgd) Arthur B. Hill.

Correspondence Secretary.

107735

J. A. Ryals.

Sam White.

Recd.Aug.7,1919

To:

Mr. Walker D. Hines.
Director General of R. R.
United States Railroad Administration,
Washington, D. C.

Aug. 6th, 1919.

Dear Sir:-

For several months the Train-Porters of the Atlantic Coast Line Railroad and Other Lines has been petitioning to Mr. W. S. Carter, Director of the Division of Labor, to force the Officials of the different roads to pay money that was entitled to all train-porters performing duties as described in Supplement No. 12 to General Order No. 27. Up to the present time, the officials continue to ignore any of the orders to pay this money, but pretends to be without understanding that this Supplement applies to all train-porters regardless to the performance of the duties.

To infringe any further excuse to grant train-porters an living wages it is hereby petitioned by at least the majority of train-porters for a general increase in wages, applying directly to train-porters.

The matter of the wages of train-porters is growing very serious and demands strict attention. The train-porters receive an average of less than $70.00 per month and it is quite impossible to meet the present high cost of living on such small sum of wages.

Think for yourself of a man receiving between $60.00 and $70.00 per month to meet the present day expenses. It is quite impossible. Therefore, it is earnestly petitioned that you will consider a general increase in wages for all train-porters.

Every class of employees receives more wages than the train-porters and yet he is and must be a reliable and well experienced R. R. man.

Our position is one among the leading positions on the train. We expect your early decision. We beg and pray.

Yours truly,

J. A. Ryals
Arthur R. Hill
Sam White

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N & S

107344

TRAIN-PORTERS OF THE
ATLANTIC COAST -LINE RAILROADS.

Arthur B. Hill,
Correspondence Sec'ty

622 North 30th Street,

Richmond, Virginia.

Mr. Walker D. Hines,
Director General of Railroads,
United States Railroad Administration,
Washington, D. C.

Recd. Aug. 4, 1919

Aug. 2nd, 1919.

Dear Sir:

For over one year the Train-Porters have been striving to get justice out of General Order No. 27 and the past 7 months on Supplement No. 12 to General Order No. 27. It seems that the Division of Labor; Mr. W. S. Carter to whom we have been petitioning to enforce this Supplement as we did all the duties described in said Supplement, is unable to get the Federal Manager of the said Atlantic Coast Line R.R. to apply this Supplement. There has been a shift from hands to hands every since this Supplement has been issued and no satisfaction has yet come. The men are growing very wary as there is a critical condition existing among the Train-Porters on account of not getting enough to meet the high cost of living.

The average train-porter on the said road receives only $64. per month. You know for yourself that it is impossible for the train-porters or any other class of men to meet the present day expenses on the small sum of $64.00 per month; the men have almost given up, but some have hope that in a few days you will give relief to this distress.

We petition that you will please consider a general raise in wages for the train-porters at once.
All there is asked is that we be granted living wages as we can not live on the present salary of $64.00 per month.

Every class of employees receives more wages than we do. Very near every class of employees has received a general increase in wages since we received any.

Now if you desire that we come to Washington on a certain final date, please give us at least 2 days notice and I will have a

committee of men to come to Washington and confer with you on these matters. They are very important and deserve special attention.

To let the matter be in abeyance any longer means more than serious. The men are beginning to think that they are not being considered at all.

I beg that you will please consider a general increase of wages for the train-porters at once, and advise me if you desire a committee to come to Washington to explain existing conditions. We would rather. Of course knowing that we only get $4.00 per month should be sufficient for you to consider a general increase for the men.

Expecting a very early reply,

Your faithful servant,

(Sgd) Arthur H. Hill.

Correspondence Sec'ty.

Train-Porters.

$4.

ARTHUR B. HILL,
Sec'ty,
622 North 30th Street,
Richmond, Virginia.

Sept. 1st, 1919.

To:

BOARD OF RAILROAD WAGES AND WORKING
CONDITIONS,
UNITED STATES RAILROAD ADMINISTRATION,

WASHINGTON, D. C.

Dear Sir:

In accordance to instructions of General Order No. 27, a petition was prepared and forwarded to this Board on the 15th day of August, 1919, petition showing officials of said association and their associates numbering about 300 train-porters of the said Atlantic Coast Line R. R.

1. Petition showed critical condition that exists among the said class of men in service on said road, and petition asks for a general increase in wages for said men above those provided for in General Order No. 27 and its supplements, as little results has this class of men got from effects of the order and its supplements.

2. Petition showed that the average train-porter on said road receives less than Seventy Dollars ($70.00) per month, and is unable to meet the present cost of living on such small margin of wages.

3. Petitioners ask that they will receive an increase in wages not less than Thirty Dollars ($30.00) above the present salary this date, and that the earliest attention will be given possible.

(SPECIAL NOTICE)

4. PETITIONERS HAVE NEVER RECEIVED ANY REPLY TO THEIR PETITION OF THE 15th date of AUGUST 1919, AND BEG THAT YOU ALL WILL GIVE THIS MATTER YOUR SERIOUS ATTENTION.

RESPONSIBLE POSITIONS, BUT LESS PAID EMPLOYEES IN THE SERVICE.

WE EVER PRAY YOUR ATTENTION AND REPLY.

TRAIN PORTERS of
Atlantic Coast Line R.R.
From Richmond, Va., to Tampa, Fla.,
including all Branch Lines.

Arthur B. Hill,
Correspondence Sec't'y

ATLANTIC COAST LINE RAILROAD

Office of Federal Manager

Wilmington, N. C.

Lyman Delano,
Federal Manager.

June 12, 1919.

Mr. F. F. Gaines, Chairman,
Board of Railroad Wages and Working Conditions.

Dear Sir:

Replying to yours of the 5th instant, in which you advise that Arthur B. Hill, of Richmond, Va., has written your Board with reference to rate of pay and conditions of employment on Atlantic Coast Line of train porters, and asking for description of the work performed by these men, etc.

The positions to which you refer are filled entirely by colored men, and these colored train porters perform the duties customarily exacted of such employes. They are required largely to assist the conductor in handling the passengers on and off the trains, handle baggage, express, furnish drinking cups to passengers, assist in packing hot boxes, dust and sweep the cars en route and otherwise keep them in as good condition as possible. In the case where a white brakeman or flagman is not employed on the same train, and the porter is required to perform some of the duties of the brakeman or flagman, in such cases the brakeman's rates are applied, but on trains supplied with a white brakeman or flagman the train porter's rate is paid, the porter not being requiredby the Management to perform any of the duties of a brakeman.

The colored train porters were not long ago reclassified so as to relieve them of all brakeman's duties, where trains are equipped with a white brakeman or flagman, in accord with instructions from the Regional Director, a copy of which instructions is attached. It may, and possibly does happen on occasions that by directions of the conductor the train porter will assist in opening or closing switches, couple or uncouple cars, and attend to some other duties usually performed by the brakeman, but this is contrary to the directions of the Management, the porter merely performing the duties because he is requested to do so by the conductor.

Yours very truly,

(Sgd) Lyman Delano,

Federal Manager.

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UNITED STATES RAILROAD ADMINISTRATION

Atlanta, Ga.,
April 11, 1919.

File 1521-72-3.

Mr. Lyman Delano and others:

Gentlemen:-

Referring to exchange of correspondence relative to application of Supplement No. 12 to General Order No. 27.

The intent of this Supplement is to require the payment of the brakemen's rate whenever the brakemen's duties are performed by the train porter. The Supplement plainly states that it shall not curtail the duties of employes heretofore classed as "train porters", so that there should be no question about these employes continuing to perform the train porter's work even though paid the brakemen's rate.

It has been understood in certain regions that on trains having white brakemen or white flagmen and a negro porter, the porter should be paid only the porter's rate. This is proper providing the porter is not required to perform any of thedutiea of a brakeman. If he is required by orders of the management to perform the duties of a brakeman, notwithstanding there may be other brakemen or flagmen on a train, he should be paid the brakemen's rates.

In order to clearly cover the matter and avoid improper claims under this rule, instructions limiting the duties of train porters on trains where white flagmen or white brakemen are employed should be issued so that it will be clearly understood that the colored porter is not required to perform any of the duties of brakemen or flagmen. The instructions should be carefully worded so as to not relieve colored porters of the duty of flagging in an emergency or when the safety of the train requires that they do it.

Kindly acknowledge receipt and understanding.

Yours truly,

(S) B. L. Winchell

Copy-b

Regional Director.

371
M & S

June 5, 1919.

Mr. Lyman Delano,
Federal Manager,
Atlantic Coast Line R. R.,
Wilmington, N. C.

Dear Sir:

Mr. Arthur B. Hill, 914 North 32nd Street, Richmond, Virginia, has written this Board with reference to rates of pay and conditions of employment on the Atlantic Coast Line Railroad of train porters.

We would be pleased to have you give us a description of the work performed by these men and whether or not they perform all or part of the work described in Section 1 of Supplement No. 12 to General Order No. 27, and also whether white brakemen are used on the same train.

Yours very truly.

9/61 Chairman.

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Arthur B. Hill,
914 N. 32nd Street,
Richmond, Va.,

May 26, 1919.

Recd. May 27, 1919.

Mr. F. F. Gaines, Chairman,
Wage and Working Condition Board,
United States Railroad Administration,
Washington, D. C.

Dear Sir:

I hereby enclose to you a copy of reply from Mr. Delano Federal Manager of Atlantic Coast Line Railroad, stating that his reason for not applying Supplement No. 12 to General Order No. 27 to all the Train-Porters Wages.

He has failed to pay the man who are flagmen on the rear of the train, regardless of this not curtailing the duties of the Porter who performs all that is listed in said Supplement.

He claims that he understands that this order do not effect where there is a white flagman on the train.

We ask that you would interpret this Order to Mr. Lyman Delano direct at once, and let him understand that this order effects all men who do the work described in Supplement No. 12 to General Order No. 27.

The Director General's meaning when he used the expression in the 2nd article of said Supplement, where white brakeman was not employed, means that if there was a white brakeman on the head end of the train, of course the porter would not have to do the work of brakeman; but where the porter is doing the brakeman work, of course, he must be assignated as Passenger Brakeman and paid accordingly.

We beg that you will explain this matter to Mr. Lyman Delano, Federal Manager of the Atlantic Coast Line R. R. personally yourself.

Please advise him to pay the money as issued in Supplement No. 12 to General Order No. 27 and give him the direct meaning of the Director General that all men doing this work will be paid for it.

Let me hear from you at an early date.

Yours very truly,
Arthur B. Hill.

P.S. Authorize by 80 percent of the trainporters on the Atlantic Coast Line Railroad.

371
N A S

UNITED STATES RAILROAD ADMINISTRATION
Director General of Railroads
ATLANTIC COAST LINE RAILROAD
Office of Federal Manager

Lyman Delano,
Federal Manager.

Wilmington, N. C.,

May 15, 1919.

Arthur B. Hill,

914 North 22nd Street,

Richmond, Virginia.

Referring to your letter of May 9th addressed to Mr. B. L. Winchell, Regional Director, which has been referred to me.

We are handling this matter in strict accord with what we understand to be the directions of the Railroad Administration.

Yours truly,

Lyman Delano,

Federal Manager.

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FORM-703

UNITED STATES RAILROAD ADMINISTRATION
DIRECTOR GENERAL OF RAILROADS

ATLANTIC COAST LINE RAILROAD

OFFICE OF FEDERAL MANAGER.

LYMAN DELANO,
FEDERAL MANAGER.

WILMINGTON, N.C. September 25th, 1919-S

E-38-11-a

Mr. H. P. Daugherty,
Assistant Director, Division of Labor,
Washington, D. C.

Dear Sir: --

Replying to your letter of September 8th, in regard to your conference with Mr. John L. Long, and Arthur B. Hill, who stated they were representing the train porters of the A.C.L. R.R.

Our General Manager advises that he did have a talk with Mr. Long in regard to this matter and that, while he stated to Mr. Long that colored train porters are not classified as passenger brakemen because they have none of the responsibilities of passenger brakemen, he did not state that they were never disciplined for failure in the performance of their duties. He did say to Mr. Long that Supplement No. 12 has been applied in accordance with our understanding of its provisions and the instructions we had received, which instructions, you understand, were from the Regional Director.

The General Manager further advises that he did not make the statement "They know our terms and they can accept them or quit", nor did he state that "Article VI of General Order 27 is disregarded because the colored man of the South has a place and must be kept in his place." He did state that it would be better for the colored man in the South to confine himself to the line of work in every field of endeavor which was open to them and intelligently apply his energies to the work that he was permitted to do.

I have recommended strongly to the Regional Director, knowing the conditions so well in our territory, that negro train porters should not be given the same rate of pay as white brakemen on passenger trains and I wish to say that in our territory, white brakemen have never been used on our passenger trains and that the term is one applied on Northern, Eastern and Western roads nearly altogether. The crew back of the engine on our passenger trains, consists of Conductor, Baggageman, Flagman and negro Porter.

We have no rules prescribing duties in connection with the movement and handling of passenger trains for negro porters of the nature prescribed in Supplement 12, and while it may be possible that they perform some of these duties occasionally, it is at the direction of the Conductors, and this fact should not make it obligatory to rate them the same as "white brakemen and flagmen" who share with the Conductor the responsibility for proper protection and operation of the train.

We think that it would be a mistake to consider the back payments, which seems to be all that is involved, as this would require an expenditure of over $100,000.00 and would have a very serious effect on the general negro employment situation on our line and we do not feel that it was the intention of Supplement No. 12 to make the increases referred to for these men, who are employed simply as servants of the train.

Recommendation as to settlement of this question, by granting a flat increase to the negro train porters, over and above the provisions of General Order No. 27, have been made to Mr. Winchell. You understand that Supplement No. 12 has been applied to all porters who performed the duties of brakemen and the recommendation above referred to was for the porters who are not required to perform the duties prescribed in Supplement No. 12, and have no responsibility in connection with the movement of the train. The negroes in train service who received the application of Supplement No. 12 were those on trains where no flagmen were employed.

Mr. Albright did decline to join Mr. Long in submitting a question jointly, for the reason that there was no evidence that Mr. Long was the accredited representative of the train porters and, further, two or three porters have written to us previously that they were the accredited representative of the porters, and, in addition, prior to Mr. Long's visit, one J. W. Lyons, signing himself as "Counsel for porters main line A.C.L. R.R." and again as "Atty for main line porters, ACL" had written a number of letters on the same subject.

We have no advice that either of these parties actually are the authorized representatives of the porters and we are constrained to believe that much of the handling that has been given this question by the porters is at the instance of parties who wish to profit by the procurement of back pay for the negroes.

Referring to that portion of your letter relative to restricting the duties of colored train porters. Under date of May 8th, 1919, instructions were issued, by letter and verbally to division officers, directing the classification under Supplement No. 12 and to see to it that the porters were not required, on trains where they were paid only the porters' rates, to perform other than the porters' duties, except in cases of emergency and later, on July 12th, instructions were re-issued in accordance with advices from the Regional Director -- see his letter of July 9th, 1919, copy attached.

Yours very truly,

Lyman D. Mano

Federal Manager-

UNITED STATES RAILROAD ADMINISTRATION
Director General of Railroads

SOUTHERN REGION

July 9th, 1919 Atlanta, Georgia.
File - 3

Mr. Lyman Delano --

(and other Federal Managers)

Gentlemen: --

Reports which have come to me concerning the application of Supplement 12 to General Order 27 have led me to believe that too much stress has been put upon what is termed "The orders of the Management" as referred to in my letter of April 11th.

The whole question, in its last analysis, is one of fact, i.e., if the porters do perform any of the duties set out in Supplement 12, whether required to do so by the Management or otherwise, the rates prescribed in that Supplement shall apply. It is entirely proper to restrict their duties to conform to Supplement 12, if it is practicable to certainly do so, but it will be your duty to give this matter such supervision and check as will enable you to determine what duties are actually being performed by the porters and to pay them accordingly.

Please acknowledge receipt.

Yours very truly,

(S) B L Winchell,

Regional Director.

6F

COPY

TELEGRAM RECEIVED

603

Form G-6

2—4870

UNITED STATES RAILROAD ADMINISTRATION

DIRECTOR GENERAL OF RAILROADS

Received at Washington, D. C.

DIVISION OF LABOR
SEP 26 1919

59d po

Wilmington N C 415pm sept 26 1919

323

H P Daugherty,

Asst Director Division Labor Washington DC.

Your message date wrote you September Twenty Fifth relative to colored train porters.

Lyman Delano.

ACL

5pm

Form G-7

TELEGRAM

2—4406

UNITED STATES RAILROAD ADMINISTRATION

W. G. McADOO, Director General of Railroads

Sent from Washington, D. C., Sept. 26, 1919, 1918

Lyman Delano
Federal Manager A C L RR
Wilmington, N.C.

Mr. John L. Long attorney for colored train porters A C L is pressing me for answer stop When may I expect reply to my letter of September eighth

H P Daugherty

Assistant Director

11-AR

WU Frank 75286 C

WESTERN UNION TELEGRAM

NEWCOMB CARLTON, PRESIDENT — GEORGE W. E. ATKINS, FIRST VICE-PRESIDENT

RECEIVED AT COMMERCIAL NAT'L BANK BLDG., 14th & G STS., N. W. WASHINGTON, D. C. ALWAYS OPEN

DIVISION OF LABOR.
SEP 26 1919
1919 SEP 26 PM 6 19

31RD 235 1/71

RICHMOND VA 339P 26

D P DAUGHERT 2236

ASST DIRECTOR DIV OF LABOR INTERSTATE COMMERCE COMMISSION BLDG

WASHINGTON DC

ON SEPTEMBER EIGHTH NINETEEN NINETEEN ARTHUR B HILL AND MYSELF REPRESENTING TRAIN PORTERS OF ATLANTIC COAST LINE IN CONFERENCE WITH M C S LAKE AND YOURSELF PRESENTED THE CLAIM OF TRAIN PORTERS OF THAT ROAD FOR BACK PAY FROM JUNE FIRST NINETEEN EIGHTEEN TO AUGUST FIFTH NINETEEN EIGHTEEN TO AUGUST FIFTH NINETEEN NINETEEN ARTHUR B HILL AND COMMITTEE OF TRAIN PORTERS HAVE BEEN TRYING SINCE ISSUANCE OF SUPPLEMENT NUMBER TWELVE TO GENERAL ORDER NUMBER TWENTY SEVEN TO

WESTERN UNION
TELEGRAM

NEWCOMB CARLTON, PRESIDENT GEORGE W. E. ATKINS, FIRST VICE-PRESIDENT

RECEIVED AT COMMERCIAL NAT'L BANK BLDG., 14th & G STS., N. W. WASHINGTON, D. C. ALWAYS OPEN

1919 SEP 26 PM 6 19

STARBUCKSHEET TWO 2/101 2236

OUR FAVORABLE INTERPRETATION OF THAT SUPPLEMENT AND PAYMENT FOR
BACKTIME MANAGEMENT OF COAST LINE HAVE HAD SINCE JUNE FIRST
NINETEEN EIGHTEEN TO CONSIDER THIS CLAIM THEY SHOULD GIVE YOU A
PROMPT DECISION TO YOUR REQUEST OF SEPTEMBER EIGHTEEN NINETEEN
NINETEEN WE FEEL THEY HAVE HAD MORE THAN REASONABLE TIME TO
CONSIDER TIME FOR ACTION HAS COMES FEEL TRAIN PORTERS OF THIS ROAD
HAVE BEEN SUBJECTED TO VERY CONSIDERABLE HARDSHIPS IN NOT BEING
PAID THIS MONEY AND THAT TO CONTINUE TO WITHHOLD IT FROM THEM
IS A POSITIVE INJUSTICE OF THIS CLAIM THAT YOU ARE

CLASS OF SERVICE	SYMBOL
Day Message	
Day Letter	Blue
Night Message	Nite
Night Letter	N L

If none of these three symbols appears after the check (number of words) this is a day message. Otherwise its character is indicated by the symbol appearing after the check.

WESTERN UNION TELEGRAM

NEWCOMB CARLTON, PRESIDENT — GEORGE W. E. ATKINS, FIRST VICE-PRESIDENT

CLASS OF SERVICE	SYMBOL
Day Message	
Day Letter	Blue
Night Message	Nite
Night Letter	N L

If none of these three symbols appears after the check (number of words) this is a day message. Otherwise its character is indicated by the symbol appearing after the check.

RECEIVED AT COMMERCIAL NAT'L BANK BLDG., 14th & G STS., N. W. WASHINGTON, D. C. ALWAYS OPEN — 1919 SEP 26 PM 6 19

B3RD SHEET THREE 3/632236

INTERESTED IN EFFECTING A SETTLEMENT SATISFACTORY TO US IF YOU FEEL WITH US THAT MR DELANO HAS HAD REASONABLE TIME TO ADJUST THIS MATTER AND HAS NOT DONE SO WE ASK THAT YOU TAKE THE NEXT NECESSARY STEP TOBRING ABOUT A SETTLEMENT WHICH WE UNDERSTAND IS THAT YOU REFER THE MATTER WITH YOUR RECOMMENDATIONS TO BOARD IF RAILROAD WAGES AND WORKING CONDITIONS

JOHN L LONG.

Form G-7

TELEGRAM

2—4406

UNITED STATES RAILROAD ADMINISTRATION

W. G. McADOO, Director General of Railroads

Sent from Washington, D. C., Sept. 27, 1919.

John L. Long,
American National Bank Bldg.,
Richmond, Va.

Your letter 22nd and wire 26th relative colored train porters stop Have just received reply from Federal Manager Delano and further investigation of some of the facts is essential, this may take some little time but matter will be pushed as fast as consistent.

H.P.Dougherty,
Assistant Director.

10-11

WU 75386-C frank

Form G-18

FILE NO.

UNITED STATES RAILROAD ADMINISTRATION

[redacted] DIRECTOR GENERAL OF RAILROADS

SUBJECT: A. C. L. and Negro Train Porters.

Sept. 27, 1919.

MEMORANDUM

Mr. Daugherty and I agree that Mr. Long's telegram of the 26th be acknowledged and he should be advised that matters complained of by him are undergoing investigation, which, on account of their complications, cannot be expected to be very expeditious.

Mr. Lake is to write Mr. Winchell, calling his attention to the situation as set forth in Mr. Daugherty's letter of September 8th, which was predicated on the statement of Long and Hill, and Mr. Delano's acknowledgement of September 25th.

D-L

September 27, 1919.

Mr. B. L. Winchell,
Regional Director,
Atlanta, Ga.

Dear Mr. Winchell:

I am in receipt of advice from the Division of Labor to the effect that Negro Porters of the A. C. L. are contending they have performed the duties of passenger brakemen, as specified in Supplement 12, from June 1, 1918, to August 5, 1919, for which service they received only the rate of train porters.

They are asking for back pay, on the basis that they have actually rendered service as passenger brakemen. They also advise that, in certain instances, they continue to perform the duties of passenger brakemen, without proper compensation.

The Division of Labor communicated with Mr. Delano, relative to the matter, and in reply he advises as follows:

"We have no rules prescribing duties in connection with the movement and handling of passenger trains for negro porters of the nature prescribed in Supplement 12, and while it may be possible that they perform some of these duties occasionally, it is at the direction of the conductors, and this fact should not make it obligatory to rate them the same as "white brakemen and flagmen" who share with the conductor the responsibility for proper protection and operation of the train. We think that it would be a mistake to consider the back payments, which seems to be all that is involved, as this would require an expenditure of over $100,000.00 and would have a very serious effect on the general negro employment situation on our line and we do not feel that it was the intention of Supplement 12 to make the increases referred to for these men, who are employed simply as servants of the train."

The question at issue seems to be: Did these men, from June 1, 1918, to August 5, 1919, perform any of the duties of passenger brakemen, as specified by Supplement 12, and, if so, should they not be paid accordingly.

Yours truly,

W. T. [illegible]

6-14

JOHN L. LONG
ATTORNEY-AT-LAW
AMERICAN NATIONAL BANK BUILDING
RICHMOND, VIRGINIA

DIVISION OF LABOR.
SEP 29 1919

September 27, 1919.

In re Claim of Colored Train Porters of the Atlantic Coast Line Railroad for Back Pay from June 1, 1918 to August 5, 1919.

E-38-11-a

Mr. H. P. Daugherty,
Assistant Director,
Division of Labor,
Washington, D. C.

Dear Mr. Daugherty;

Representing the train porters of the Atlantic Coast Line Railroad, and at the request of Arthur Hill, the man you saw with me in Washington on September 8th, I sent you a telegram yesterday. As stated in that telegram, we feel that you recognize the justice of our claim and that you are interested in effecting a settlement satisfactory to us.

We know that you are giving this matter your personal attention, and if Hill is right in his supposition that the procedure in these cases requires a submission by you of your findings, and recommendations by you, to the Board of Railroad Wages and Working Conditions, we want to feel still that you are interested in seeing this thing through to its conclusion. If Hill is wrong, and you and your department are to carry it through, we want you to feel that we are more than willing to co-operate, we earnestly desire you to call upon us for information or for any help we can give.

Hill has worked steadily, faithfully, untiringly for nearly a year and with considerable personal sacrifices of time and money, to secure justice for himself and his associates, and if the way has been unnecessarily long because he may at times have gottenoff the course, we want to enlist you, now, to keep us in the right way, and we want to keep on going until we get there.

Thanks for your telegram which came as I was finishing this letter.

With personal regard, I am,

Sincerely yours,

John L. Long.

JLL*H

J. A. RYALS
President

ARTHUR B. HILL
Secretary

SAM WHITE
Treasurer

Colored Organization of Railway Trainmen

Headquarters: Florence, S. C.

ASSOCIATION OF TRAIN PORTERS:

Arthur B. Hill;
622 North, 30th, Street.
Richmond, Virginia.

E-38-11-a

Mr. H.P.Daugherty;
Assistant Director Of
Division Of Labor:
United States Railroad Administration
Washington D. C.

Sept' 29, 1919.

OCT 1 1919
DIVISION OF LABOR

Dear Sir:

In regards to Mr. Delano, Federal Manager of The Atlantic Coast Line Railroad Reply to your request of him about the Back Pay for the Train Porters of said road:

We beg that you will kindley send at one a copy of Mr. Delano's Reply; and any informations you dezire do not spare you self the least in confering with us.

Your Awiting Very patiencly:

Arthur B. Hill.
Gen'l Sec'ty.

E-38 11-4

SWEARINGEN & GUTHRIE
ATTORNEYS AT LAW
PROFESSIONAL BUILDING
JACKSONVILLE, FLORIDA

MOVED TO 201 W. ADAMS ST.

October 14th. 1919

W. S. Carter
Director Division of Labor
Interstate Commerce Bldg.
Washington, D. C.

DIVISION OF LABOR.

OCT 16 1919

Attention Mr. Dougherty.

Dear Sir:-

I am enclosing herewith a statement signed by ten conductors on passenger trains of the Sea Board Air Line Railway Company, who certify that the colored men who have been generally termed Porters were performing on June 1st. 1918 and have been performing since that time certain essential duties set forth in statement. These conductors are white men and the colored men in question work directly under them, and I trust that this will settle the question we were discussing when I was in Washington. These conductors are willing to come to Washington if necessary to testify that these colored men are performing the duties set forth in this communication.

Please advise me what to do next.

Yours very truly,

W. S. Guthrie

Jacksonville, Florida

September ,1919

Hon. W. S. Carter

Director, Division of Labor

Interstate Commerce Building

Washington, D. C.

We the undersigned conductors of the Florida & South Carolina Division of the Sea Board Air Line Railway Company, hereby certify that the colored men who have been generally termed Porters, were performing on June 1st, 1918, and have been performing since that time the following essential duties to-wit:

Inspecting cars and testing signal and break apparatus for the safety of train movements, using hand and lamp signals for the protection and movements of train; opening and closing switches; coupling and uncoupling cars and engines and the hose and chain attachments thereof.

We the undersigned each certify and so state the facts to be, that the colored men making the runs with each of us are now performing these duties and have been since June 1st, 1918.

W Adams Cond
W E Emery Cond
W. A. Stewart Cond
J Lamb "
O L Beasley "
J B Cadic "
C Howey "
J S Johnson Cond
E Johnson "
G W Burns "

E-38-11-A

FILE

October Eighteenth,
Nineteen Nineteen.

Mr. Wm. C. Guthrie,
Attorney at Law,
120 W. Adams St.,
Jacksonville, Florida.

Dear Sir:

This will acknowledge receipt of your letter of October 14th, enclosing statement signed by ten conductors on passenger trains of the Seaboard Air Line Railroad, who certify that the colored men who have been generally termed Porters were performing on June 1st, 1918 and have been performing since that time certain essential duties set forth in the statement, and I wish to thank you for same.

We are pushing this question just as fast as is consistent, and we are doing everything that we can, and feel that we are now at a point when it will be only a matter of a very short time until a complete understanding will be reached.

Yours very truly,

H. P. Daugherty

Assistant Director.

11/as

COPY

Form G-77

E-38-11-A

FILE

October Twentieth,
Nineteen Nineteen.

Mr. A. O. Wharton, Chairman,
Board of Railroad Wages & Working Conditions,
Southern Railway Bldg.,
Washington, D. C.

Dear Sir:

This will acknowledge receipt of your letter of September 22nd, your Docket No. 517, addressed to Mr. W. S. Carter, Director, attaching copy of correspondence covering request received from train porters in the service of the Atlantic Coast Line, Louisville & Nashville, and Louisville, Henderson & St. Louis Railroads that investigation be made of alleged improper application of the wage orders affecting their positions.

This matter is being given consideration by the Division of Labor, and I thank you for the information presented in your letter.

Yours very truly,

H. P. Daugherty

Assistant Director.

COPY

Form G-77

11/as

R-38

FILE

October Twentieth,
Nineteen Nineteen.

Mr. Lyman Delano, Federal Manager,
Atlantic Coast Line Railroad,
Wilmington, N. Car.

Dear Sir:

I wish to acknowledge receipt of, and thank you for your letter of September 25th, replying to mine of September 8th, in regard to my conference with Mr. John L. Long and Arthur B. Hill in reference to the claims of colored train porters that they were performing the duties set forth in Supplement No. 12.

COPY

Yours very truly,

H. P. Daugherty

Assistant Director.

ll/az

Form G-77

J. A. EVALS
President

ARTHUR B. HILL
Secretary

SAM WHITE
Treasurer

ASSOCIATION OF TRAIN PORTERS.
ATLANTIC COAST LINE RAILROAD.

Colored Organization of Railway Trainmen

Headquarters: Florence, S. C.

Arthur B. Hill;
622 North, 30th, Street.
Richmond, Virginia.

E-38-11-a

DIVISION OF LABOR

Mr. J.A. Franklin
Assistant Director
Division Of Labor.
United States Railroad Administration.
Washington, D.C.

Oct' 17th, 1919.

OCT 20 1919

Dear Sir:

You being on of the department, or Board of Labor the - - question of back pay that is due the Train- Porters of the Atlantic Coast Line Railroad which is reciving the special attention of - - Mr. H.P.Daugherty; We bag that you will render all in your power to assist Mr. Daugherty in bringing Adjustment to these men who are - - Very intitle to Back Pay From June Ith, 1918 to August 5th, 1919 as accorded from Supplement No.12 to General Order No.27.

Would be glad to hear from you at an early date.

WE EVER PREY YOUR ATTENTION:

Arthur B. Hill
Sec 'ty.

Petition Of:
Over 80 % of Train Porters on said A.C.L.R.R.

120283

ASSOCIATION OF TRAIN PORTERS.
ATLANTIC COAST LINE RAILROAD.

Ed 38-11-a

Arthur . B. Hill;Sec'ty.

622 North, 30th, Street.

Richmond, Virginia.

DIVISION OF LABOR

TO:

Mr. Walker D. Hines.

Director General Of Railroads.

United States Railroad Administration

WASHINGTON D. C.

Oct' I7th, I9I9.

OCT 20 1919

SIR:

Petition of myself and J.A. Ryals,who in respect are Officers of the said Association Of Train Porters of the Atlantic Cost Line Railroad who associates are over 80 % of the Train-Porters of said Road; sent to the board of Railroad Wages and Working Condintions an petition Dated August I5th, I9I9.

Petition ask for themselves and there associats - an General Increase in Wages that would alow them a decant living.

Petition showed that the average train-porter on said road recive less than $70.00 per month which you know - for your self it is impossible to live at the presant date on such small sum of wages.

Petition outline the criticle conditions that exzist amoung this class of men on said road showing every point - neccessary that they was not getting enought in salary to - meet the coast of living.

In reply to our petition we recive from Mr.A.O.-- Wharton,Chairman of the Board Railroad Wages and Working Conditions a copy of your letter to that board dated August 26.I9I9 refusing to grant any more wage increase untill the effords of the Goverment was tried to bring down the cost of Living.

Alow us to say that Living Cost would have to be - reduced 75 % for us to reach a living on the sum of 65 Dollars per month.

We feel it would be a [redacted] unjustus to not grant us more at the presant to live on,as every class of men in Transportation Service have been granted an increase in wages from 50 % to II0 % during the administration and we loyal and faithfull ones have not recive only an avarage of $I5.00 on what we recive in I9I6. We ask do you think that we can exzist on this small sum of $65.00 per month/ ITS IMPOSSIBLE.

We are trying to indure in hopes that you will remember us and soon deliver us out of this condition we now faces We are quite asure that you will give this matter your personal attention and as early as possible grant us a Living - Wages that would put our wages not less than $90.00 or $I00.00 per month.

Our Federal Manager Mr. Lyman Delano; Wilmington,N.C. knows our conditions and infavors that we be granted an increase at the very earlist possible,this he submitted to Mr. H. R. Daugherty; Asst' Director of the Division of Labor,in a letter to him about I8 days ago. Now you know our Federal Manager - would not aggree that we be granted an increase if we did not badly need it.

WE BEG THAT YOU WILL GIVE THIS MATTER YOUR PERSONAL ATTENTION AND GRANT US A LITTLE MORE PLEASE TO LIVE ON.

OCT 18 1919

WE EVER; pray:
Answer at once:

Arthur B. Hill
Sec'ty.

Train-Porters Of A.C.L. R.R.
From Richmond, Va to Tampa, Fla;
including all branch lines.

120283

October 20, 1919.

Dear Sir:

Permit me to acknowledge your letter of October 17th, to the Director General, in reference to the adjustment of wages of train porters employed by the Atlantic Coast Line Railroad.

Your letter is being referred to Mr. W. S. Carter, Director, Division of Labor, for attention.

Sincerely yours,

(Signed) M. B. C.

Mr. Arthur B. Hill,
#622 N. 30th Street,
Richmond, Va.

Y*L

JOHN L. LONG
ATTORNEY-AT-LAW
AMERICAN NATIONAL BANK BUILDING
RICHMOND, VIRGINIA

October 22, 1919.

Mr. H. P. Daugherty,
601 I. C. C. Bldg,
18th Street & Pennsylvania Av.,
Washington, D. C.

Dear Mr. Daugherty;

Hill and some others of the Atlantic Coast Line Railroad porters are coming in to my office Saturday morning for news from you in regard to their claim for back pay.

Can you let me know by that time of any developments, and whether there is anything we can do to expedite settlement?

We appreciate your efforts and want to help in any way that we can.

We would appreciate any news you can give us in regard to the situation.

Very truly yours,

JLL*H

John L. Long.

FILE

October Twenty-third,
Nineteen Nineteen.

Mr. John L. Long,
Atty. at Law,
American National Bank Bldg.,
Richmond, Va.

Dear Sir:

Referring to your letter of October 22nd stating that colored train porters of the Atlantic Coast Line Railroad contemplate a visit to your office Saturday morning for information in regard to their claim for back pay, in accordance with Supplement No. 12 to General Order No. 27.

We are pushing this question just as fast as is consistent, and are doing everything that we can to bring about a final determination, and feel that we are now at a point when it will be only a matter of a short time until a complete understanding will be reached.

Yours very truly,

H. P. Daugherty

Assistant Director.

ll/az

COPY

Form G-77

8675

E-38-11-A-2

FILE

October Twenty fifth,
Nineteen Nineteen.

Mr. Arthur B. Hill,
622 North 30th St.,
Richmond, Va.

Dear Sir:

Referring to your letter of October 17th addressed to Mr. J. A. Franklin, Assistant Director, also letter same date addressed to Mr. W. D. Hines, Director General, which was referred to the Division of Labor -- relative to the question of back pay that is claimed due train porters of the Atlantic Coast Line Railroad.

This question is under consideration and we are pushing it just as fast as is consistent, and doing everything that we can to bring about a final determination, and feel that we are now at a point when it will be only a matter of a short time until a complete understanding in regard to the colored train porter situation will be reached.

COPY

Yours very truly,

H. P. Daugherty

Assistant Director.

Form G-77

11/as

J. A. RYALS
President

ARTHUR B. HILL
Secretary

SAM WHITE
Treasurer

E-38-11-a-2

Colored Organization of Railway Trainmen

Headquarters: Florence, S. C.

ASSOCIATION OF TRAIN PORTERS
ATLANTIC COST LINE RAILROAD.

DIVISION OF LABOR.

Arthur B. Hill; Sec'ty.
622 North, 30st, Street.
Richmond, Virginia.

Mr.H.P.Daugherty;
Asst' Director
Division Of Labor.
United States Railroad Administration.
Washington D? C.

Nov' 7th, 1919.

NOV 18 1919

Dear Sir:

In regards to the back time claim of the train porters of the Atlantic Cost Line R.R.

The matter seams to be at a hitch in Mr. Lakes office of the Division Operation; Mr. Lake suggest that we make out claim for the tim e we made or rather trips we made and claim back pay from and send same to Wilmington claiming back time for same . We feel that this do not a mout to any good as the Officils of our roads have not aggreed to pay the money; and father more if they should they would not pay the back time by our claim they would pay it by the time keepsrs record fo r the periord of time we are due back time.

We acknoladge that the matter have gone above the Division of Labor ; But since it seams to be at a delay from your submmision to the Division Of Operation; you can do much in recommending it to the Highest Officials for adjustment of same. We feel that if the Board wil l Order Mr. Lyman Delano personall, Federal Manzager Of the A.C.L.R.R. to Pay all the train Porters of his roads Back pay for the period - between June Ist, 1918 to August 5th, 1919 the diffrent being that of Porters rate was paid for this period of time and intitle to rate as accorded in Supplement No.12. Mr . Delano will pay us what he owe us.

He will have the Supt' Of transpotation to check our time for this period and pay us. The matter is now at a stand still and we beg that you will do what you can to have the matter go to it adjust ment. Should this matter stop in the Division of Operation? If the Division of Operation delay this matter untill the roads return to priv ate owerners wouldnt' the Goverment be responsible for the just claim??

Please advise the question.

And make suggestion of what we have suggested, and have the matter to come to a early end.

Yours for concideration:

Arthur B. Hill
Sec'ty.

E-38-11-A

FILE

November Fourteenth,
Nineteen Nineteen.

Mr. Arthur B. Hill, Secy.,
Colored Organization of Railway Trainmen,
622 North 30th St.,
Richmond, Va.

Dear Sir:

I wish to acknowledge receipt of your letter of the 7th inst., in regard to the back time claim of train porters of the Atlantic Coast Line Railroad, and Mr. Lake's suggestion in connection therewith that you make out claim for the time or trips made and the amount of back pay and send same to Wilmington, and same will be given attention.

COPY

Yours very truly,

H. P. Daugherty

Assistant Director.

11/mm

Form G-77

2—8675

WILLIAM C. GUTHRIE
ATTORNEY AND COUNSELOR AT LAW
120 WEST ADAMS STREET
JACKSONVILLE, FLORIDA

November 14th. 1919.

Mr. H. P. Daugherty
Assistant Director
Division of Labor
U. S. Railroad Administration
Interstate Commerce Bldg.
Washington, D. C.

Refer to File
E-38811-A

DIVISION OF LABOR.
NOV 17 1919

Dear Sir:-

This is to acknowledge receipt of yours of October 20th. which I am just in receipt of, and cannot understand what has caused the delay.

Let me insist upon you using all of your energy in order that a complete understanding may be reached at the earliest possible moment.

I may be in Washington the latter part of this month and if so I will call to see you relative to this matter.

Yours very truly,

W. C. Guthrie

HPD

G/C

JOHN L. LONG
ATTORNEY-AT-LAW
AMERICAN NATIONAL BANK BUILDING
RICHMOND, VIRGINIA

November 22, 1919.

DIVISION OF LABOR.

E38-11-a

NOV 24 1919

Mr. H. P. Daugherty,
Assistant Director,
Division of Labor,
Washington, D. C.

Dear Mr. Daugherty;

We have heard nothing of developments in the case of the colored train porters of the Atlantic Coast Line Railroad since my trip to Washington on November 3d.

May I presume upon your interest in the case to ask that you let me know of the present status of the matter and what, if anything, we can do to hasten settlement.

I would very much appreciate any information or suggestion you may give.

Very truly yours,

John L. Long.

JLL*H

E-38-11-A

November 29, 1919.

Mr. John L. Long,
Attorney at Law,
Richmond, Va.

Dear Sir:

Referring to your letter of November 22nd, stating that you have heard nothing of developments in the case of the colored train porters on the Atlantic Coast Line Railroad since your trip to Washington on November 3rd, and inquiring as to the present status of the case.

The entire colored train porter situation has been laid before the Director General personally, and we know that he is working on it, and no doubt will render a decision in a very short time.

Yours very truly,

H. P. Daugherty

Assistant Director.

11/as

UNITED STATES RAILROAD ADMINISTRATION
DIRECTOR GENERAL OF RAILROADS
WASHINGTON

BOARD OF
RAILROAD WAGES AND WORKING CONDITIONS
A. O. WHARTON, CHAIRMAN
W. E. MORSE, VICE CHAIRMAN
J. J. DERMODY
F. F. GAINES
C. E. LINDSAY
G. H. SINES
J. A. EMMART, SECRETARY

ROOM 812
SOUTHERN RAILROAD BUILDING
1300 PENNSYLVANIA AVENUE

November 17, 1919.
Refer to Docket No. 655

E-38-11-a

Mr. W. S. Carter, Director,
Division of Labor,
U. S. Railroad Administration,
Washington, D. C.

Dear Sir:-

There is enclosed a copy of letter received from Mr. Arthur B. Hill, secretary of the Association of train porters, relating to the application of Supplement No. 12 for the period June 1, 1917 to August 5, 1919, as well as a copy of this Board's reply. Inasmuch as the subject of this communication seems to involve a question of application, it is respectfully referred for your consideration.

Yours very truly,

A O Wharton

Chairman.

ENC
8/63

DIVISION OF LABOR.
NOV 28 1919

ASSOCIATION OF TRAIN PORTERS
ATLANTIC COAST LINE RAILROAD

J. A. Ryals: President

Arthur B. Hill, Sec'ty.
622 North 30th Street,
Richmond, Virginia.

November 7th 1919.

Mr. A. O. Wharton, Chairman,
Board of R. R. Wages and Working Conditions,
United States R. R. Administration,
Washington, D. C.

Dear Sir:-

For the last 3 months we have been petitioning to you all to have Supplement No. 12 to General Order No. 27 properly adjusted to the Train Porters on the Atlantic Coast Line R. R. who have shown and approved in many ways that they all have performed all the duties thus described in said Supplement.

The matter was urged until we succeeded in having you all to urge the application on the Regional Director, Mr. R. F. Winchell, Atlanta, Ga., and when the instruction was issued for proper adjustment of said Supplement in a few days following this August 5th, the Train Porters of the said Atlantic Coast Line R. R. was ordered to cease doing all the duties described in said Supplement No. 12.

When this instruction was issued of course this did not say were entitle we Porters when the instruction was issued to the pay as accorded in said Supplement.

But each and every train porter had been regularly required to perform all the duties described in Supplement No. 12, but only the Porters on train where there was no Flagman or Baggagemaster have receive any compensation for the service rendered from June 1, 1918 to August 5th, 1919, as accorded in Supplement No. 12 for the work we rendered as a Passenger Brakeman.

When the work was taken of this class of men on the 5th day of August; the question arouse concerning the 14 months back pay that was due the train porter for the work he had rendered as accorded in Supplement No. 12.

We followed the instruction and rules of the R. R. Administration in accordance to Supplement No. 6 to General Order No. 27, Supplement No. 6-A and Circular No. 3.

We took the matter up with our superior officials of the said Atlantic Coast Line R. R. and did all we could to reach adjustment with them, but all our efforts fail; and in our submit to the Division of Labor you will find that our Superior Officials of said

road means nothing on to make a complete case of DISCRIMINATION in the application of said Supplement No. 12. After a committee of us went to Wilmington and there failed to reach adjustment and made our submission to the Division of Labor of which Mr. H. P. Daugherty gave his careful attention and made his recommendation to the Division of Operation.

The Division of Labor did their part, and now the matter is in the hands of Mr. C. S. Lakes of the Division of Operation and seems to be at a hitch, the time is fastly going away and this matter we feel has been delayed long enough, and the time has come for action and final decision. We cant feel that this case should be stop in the Division of Operation if it is to go further. Mr. Lakes orders the regional director to check up this class of men and that has been a month now. He also ordered that we make out our own time, it and send same to the Federal Manager as claim for pay ---------- Now what good would that do if the Federal Manager has not submitted to pay us this rate as accorded; second he advised that we under claim to the Division Superintendents for the time we claim, The Division Superintendent cannot pay us for this time without the Federal Managers instructions to do so, and more than this one half of the men have not kept their time at all. For every claim or rate that has ever been paid by the officials they pay from their own record and do not ask us what they owe us they know what the owe us.

If we send in our time the officials is not going to pay us by our record they are going to pay by their record. We feel it is quite a mistake to instruct us to check time to the officials of the said road.

This matter has come up to a serious point and we are entitled to 14 months back pay and the Board had not got to do but one thing and that is this-

First: YOU ARE WELL SATISFIED THAT WE ARE ENTITLED TO SAID RATE FOR THE TIME WE RENDERED THE SERVICE ACCORDED IN SUPPLEMENT NO. 12.

SECOND: IF THE DIVISION OF OPERATION HAS GOT TO MAKE ANY SUBMIT HAVE THEM TO MAKE IT AT ONCE.

THIRD: ORDER THE OFFICIALS TO PAY THE TRAIN PORTERS FOR THE SERVICE THEY RENDERED AS ACCORDED IN SUPPLEMENT NO.12 DURING THE PERIOD FROM June 1st, 1917 to August 5th, 1919, at once.

FOURTH: THE REFERENCE BEING THAT WE WERE PAID PORTERS RATE INSTEAD OF BRAKEMAN RATES.

And when you all do this direct to our Federal Manager Mr. Lynn Bolens, Wilmington, N. C. We feel that this will end this matter.

To delay this matter any longer we feel will cause it to be in the same shape its in when the roads go back to private ownership.

and if this should be the case we feel that the Government would be responsible for the matter not being adjusted before the close of the R. R. Administration.

We want to ask that you will take this matter up at once, and have Mr. Lyman Delano, Federal Manager of the Atlantic Coast Line R. R. ordered to pay each and every train porter the differents between the rate he pays said class of men in porter rate and rate described in Supplement No. 12, and when this is done our officials knew what the differents and knew what to pay us as they have always adjusted pay claims that they decided to pay without consulting the employees.

PLEASE HANDLE THIS CASE IN DIRECT TO OUR FEDERAL MANAGERS

By conferring to Mr. H. P. Daugherty and Mr. C. S. Lake you can get all the understanding to this case.

And if you need me I will come to Washington at your request to further advance the matter.

This is an individual petition of the train porters of the Atlantic Coast Line R. R., and trust that you will handle same accordingly, and according to the Director Generals letter to you of August 26th 1919.

Yours very truly,

(Signed) Arthur B. Hill.
Sec'ty.

67.

E-38-11-A

December 8, 1919.

Mr. A. O. Wharton, Chairman,
Board of Railroad Wages & Working Conditions,
Southern Railroad Bldg.,
Washington, D. C.

Dear Sir:

I wish to acknowledge receipt of your letter of November 17th, Docket 655, addressed to Mr. Carter, director, enclosing copy of letter received from Arthur B. Hill, Secretary, Association of Train Porters, Atlantic Coast Line Railroad, relating to the application of Supplement No. 12 for the period June 1st, 1918 to August 5th, 1919; and stating that a copy of the Board's reply was also enclosed. The latter seems to have been overlooked, as it was not attached.

Very truly yours,

H. P. Daugherty

Assistant Director.

11/as

UNITED STATES RAILROAD ADMINISTRATION
DIRECTOR GENERAL OF RAILROADS
WASHINGTON

BOARD OF
RAILROAD WAGES AND WORKING CONDITIONS
A. O. WHARTON, CHAIRMAN
W. E. MORSE, VICE CHAIRMAN
J. J. DERMODY
F. F. GAINES
C. E. LINDSAY
G. H. SINES
J. A. EMMART, SECRETARY

ROOM 812
SOUTHERN RAILROAD BUILDING
1300 PENNSYLVANIA AVENUE

December 13, 1919.

Refer to Docket No. 655.

DIVIS

DEC 16 1919

H. P. Daugherty,
Ass't. Director, Division of Labor,
Washington, D. C.

Dear Sir:-

Referring to your letter of December 6th,

File E-38-11-A

Enclosed is copy of our letter of November 17th, addressed to Arthur B. Hill, Sec'y, Association of Train Porters, 622 N. 30th Street, Richmond, Virginia, which should have accompanied our letter of that date to the Director, Division of Labor.

Very truly yours,

A O Wharton

Chairman.

Encl.

9-60

November 17, 1919

655

Mr. Arthur R. Hill, Secy.,
422 North 32th Street,
Richmond, Va.

Dear Sir:

The Board has received your letter of November 7th, in which you request that action be taken in connection with the application of Supplement No. 12 to General Order No. 27, particularly as to retroactive pay which is said to be due certain employees covered thereby, who performed service generally recognized as that of brakeman or trainman for the period June 1, 1917 to August 5, 1919.

You of course understand that the Railroad Administration has no authority to make adjustments affecting conditions existing prior to Federal operation, which was January 1, 1918. So far as the adjustment of controversies, affecting retroactive pay, or any other matter of application of the provisions of Supplement No. 12 subsequent to January 1, 1918 is concerned, the proper procedure is for you to take the matter up in accordance with the method prescribed in Circular No. 3 of the Division of Labor. A copy of General Order No. 27 is attached, and the duties of this Board are outlined in Article VII thereof. The Board is solely an advisory body and submits its recommendations to the Director General for determination. The authority to deal with questions of application of wage orders is conferred on the Director of the Division of Labor by Article VIII thereof.

Inasmuch as this Board has functioned to the extent of the authority conferred upon it by General Order No. 27 in the submission of a recommendation to the Director General covering the subject of your various petitions to the Board, it is not within the scope of its authority to take any further action at this time.

Yours very truly,

BY ORDER OF THE BOARD

A. O. Wharton

Chairman

S-43

CLASS OF SERVICE	SYMBOL
Telegram	
Day Letter	Blue
Night Message	Nite
Night Letter	N L

If none of these three symbols appears after the check (number of words) this is a telegram. Otherwise its character is indicated by the symbol appearing after the check.

WESTERN UNION TELEGRAM

NEWCOMB CARLTON, PRESIDENT GEORGE W. E. ATKINS, FIRST VICE-PRESIDENT

CLASS OF SERVICE	SYMBOL
Telegram	
Day Letter	Blue
Night Message	Nite
Night Letter	N L

If none of these three symbols appears after the check (number of words) this is a telegram. Otherwise its character is indicated by the symbol appearing after the check.

RECEIVED AT

2W Bg 32 9 xa

Ua Washington DC Jan 9 1214p

258

W S Carter,
Director of Div of Labor 18th and Penn Ave
Washn

DIVISION OF LABOR

Joint Committee are waiting here for wage increase for train porters ask your ~~xxxxxxxxxx~~ co-operation with Mr Tyler to have increase granted at once.

John L Long Atty
~~xxxxx~~ Arthur B Hill
M K Dawkins
Harry Reed
212p

JAN 9 1920

Baroline

January 13th 1920.

E-38-11-4-2

FILE COPY

Mr. John L. Long,
Attorney at Law,
American National Bank Building,
Richmond, Va.

Dear Sir:-

I received your telegram of January 9th at 3:00 P.M. of that date and note that telegram was sent to me from some place in Washington.

My delay in replying to your telegram was caused by an earnest effort on my part to ascertain just what was being done with regard to the increase in pay for train porters, and it has only been within the last hour that I have received the latest information upon the subject, which is as follows:

The Director General has placed this matter in the hands of the Division of Operation and it is believed that this entire matter will be disposed of within the next day or two.

The reason that I am addressing this letter to you at your Richmond address is that in your telegram there was no Washington address given and I supposed that you had perhaps returned to Richmond over Sunday.

Yours truly,

W. S. Carter

1-8

Form G-77.

2—8875

J. A. RYALS, President. ARTHUR B. HILL, Secretary. SAM WHITE, Treasurer.

Association of Train Porters, Brakemen and Switchmen

HEADQUARTERS FLORENCE, S. C.

Juncti ad Justiciam.

DIVISION OF LABOR.

Address communications to
622 N. Thirtieth St.,
Richmond, Va.

E 38-11 Re-2

JAN 28 1920

Mr. H.P. Daugherty:
Asst' Director:
Division Of Labor:
United States Railroad Administration:

WASHINGTON, D.C.

Richmond, Virginia.
Jan' 27th, 1920.

Dear Sir:

Please alow me to thank you for the activerty you have made in all the matters of the Train Porters during your terms.

You shall never be forgotten of your actions in all the - cases.

Please send me at once as soon as they come from the press 25 copys of the Supplement that gives the Train Porters the last Wage increase; i have not a single copy of the order and would be very glad if you would please send me one of the linograph copys of the order on recipt of this letter: Thanks:

Yours Very Truly:

Arthur B. Hill
Sec'ty.

E-38-11-A-2

January 30, 1920.

Mr. Arthur B. Hill, Secy.,
Assn. of Train Porters, Brakemen & Switchmen,
622 N. Thirtieth St.,
Richmond, Va.

Dear Sir:

Referring to your letter of the 27th inst., as per your request I am enclosing a mimeograph copy of Supplement No. 26, and as soon as printed copies of same are available they will be furnished to you.

Very truly yours,

H. P. Daugherty

Assistant Director.

11/as

144526

JOHN L. LONG
ATTORNEY-AT-LAW
AMERICAN NATIONAL BANK BUILDING
RICHMOND, VIRGINIA

June 12, 1920.

In re claims of train porters of the Southern Region for back pay under Supplement No. 12 to General Order 27.

E-38-11 a

Hon. John Barton Payne,
Director General,
U S RR Administration,
Washington, D. C.

DIVISION OF LABOR.

Dear Sir;

May we ask that you go into the above matter with a view of learning why recommendations made by the Division of Labor about November 1, 1919, and recommendations made by the Division of Operation about December 15, 1919, all of which recommendations we were assured at the time were favorable to our clients, have not been acted upon.

Very truly yours,

John L. Long.

?

OFFICE OF DIRECTOR GENERAL OF RAILROADS

JUN 14 1920

144563

JOHN L. LONG
ATTORNEY-AT-LAW
AMERICAN NATIONAL BANK BUILDING
RICHMOND, VIRGINIA

June 12, 1920.

In re claims of train porters of the Southern Region for back pay under Supplement No.12 to General Order 27.

DIVISION OF LABOR.

Hon. John Barton Payne,
Director General,
U S RR Administration,
Washington, D. C.

Dear Sir;

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Very truly yours,

Copy to Mr. Alvord.
Copy to Mr. Sherier.

OFFICE OF DIRECTOR GENERAL OF RAILROADS

JUN 14 1920

144852

JOHN L. LONG
ATTORNEY-AT-LAW
AMERICAN NATIONAL BANK BUILDING
RICHMOND, VIRGINIA

June 21, 1920.

In re claims of train porters of the Atlantic Coast Line Railroad for back pay under Supplement No. 12 to General Order No. 27.

E-38-11-G

Hon. John Barton Payne,
Director General,
U S R R Administration,
Washington, D. C.

Dear Sir;

May we ask what is being done along the lines suggested by our letter of June 12, 1920 ?

The question of compensation for train porters of the Southern Region has now been in controversy for nearly two years. We believe all data necessary to a decision of these cases is now on file in your office, and that the Division of Labor and the Division of Operation in fact have made recommendations upholding the claims of these men.

This is one of the matters that must be disposed of before the affairs of Federal control can be concluded. We are very desirous of cooperating with you to effect an early disposition of these claims.

Very truly yours,

John L. Long

Copies to
Mr. E. M. Alvord
Mr. Joseph T. Sherier.

OFFICE OF DIRECTOR GENERAL OF RAILROADS
JUN 22 1920

144873

Jem

JOHN L. LONG
ATTORNEY-AT-LAW
AMERICAN NATIONAL BANK BUILDING
RICHMOND, VIRGINIA

June 21, 1920.

In re claims of train porters of the Atlantic Coast Line Railroad for back pay under Supplement No. 12 to General Order No. 27.

OFFICE OF DIRECTOR GENERAL OF RAILROADS
JUN 22 1920

Hon. John Barton Payne,
Director General,
U S R R Administration,
Washington, D. C.

Dear Sir;

May we ask what is being done along the lines suggested by our letter of June 12, 1920 ?

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This is one of the matters that must be disposed of before the affairs of Federal control can be concluded. We are very desirous of cooperating with you to effect an early disposition of these claims.

Very truly yours,

Copies to
Mr. E. M. Alvord
Mr. Joseph T. Sherier.

148023

JOHN L. LONG
ATTORNEY-AT-LAW
MUTUAL BUILDING
RICHMOND, VIRGINIA

August 17, 1920.

In re claims of train porters of the Southern Region for back pay under Supplement No.12 of General Order No. 27.

Director General of Railroads

LABOR
E 38-11 A
AUG 18 1920

Hon. John Barton Payne,
Director General,
U S RR Administration,
Washington, D. C.

Dear Sir;

No general adjustment of the proper application of Supplement No. 12 of General Order No. 27, issued December 12, 1918, has ever been made in the Southern Region.

I represent about one hundred sixty of this class of employees of the Atlantic Coast Line and Seaboard Air Line Railroads.

These men are suffering very considerable hardship by reason of the delay in the adjustment of their pay. I feel that you would not wish to put them to the trouble and expense of suing for their pay, nor would you wish to put the Railroad Administration to the expense of defending several hundred suits arising under the same cause of action. Can you not designate some one of the Railroad Boards of Labor Adjustment to hear a few typical cases from each of the roads concerned and thus lay down some principles for a determination of all these cases ?

Very truly yours,

John L. Long.

JLL*H

Form G—19.

UNITED STATES RAILROAD ADMINISTRATION

W. G. McADOO, DIRECTOR GENERAL OF RAILROADS

FILE NO.

SUBJECT

MEMORANDUM MR. CODE:

LABOR

January 25, 1921.

How are you getting along with the Colored Porters case presented by Mr. Long?

E.M.A.

JAN 25

Form G-18

FILE NO.

UNITED STATES RAILROAD ADMINISTRATION

DIRECTOR GENERAL OF RAILROADS

SUBJECT:

C. 38-11-a-2

MEMORANDUM MR. CODE:

January 12, 1921.

I am sending you herewith the file relating to the claim of John L. Long who has appeared in behalf of the Negro Porters claiming additional pay under Supplement Number 12 to General Order Number 27.

LABOR

I wish you and your Assistants would give this very careful consideration and draft a brief statement which I may present to the Director General who will then decide and advise Mr. Long.

All things considered, I regard this as of great importance and I will not at all object to your discussing the matter with both the Labor and Managerial members of Board 1 before you reply.

The matter has been delayed owing to the general reorganization of the Labor Department and I would be glad if you would give it preferred attention.

E.M.A.

Washington, D. C., January 27, 1921.

Claim of Train Porters on Atlantic Coast Line and Seaboard Air Line for compensation as Passenger Brakemen based on Supplement No. 12 to General Order No. 27.

SUPPLEMENT NO. 12.

Washington, December 2, 1918.

To carry out the intent of Article VI of General Order No. 27 and retroactive to June 1, 1918, it is ordered:

1. Employes in a passenger train crew, except conductor, collector, and baggagemaster, qualified and regularly required to perform the following essential duties, will be designated as passenger brakemen or flagmen and paid accordingly:

(a) Inspect cars and test signal and brake apparatus for the safety of train movement.

(b) Use hand and lamp signals for the protection and movement of trains.

(c) Open and close switches.

(d) Couple and uncouple cars and engines and the hose and chain attachments thereof.

(e) Compare watches when required by rule.

2. Where white brakemen are not employed, the compensation and overtime rule for colored brakemen shall be the same, for both passenger and freight service, as for the same positions on the minimum paid contiguous road.

3. This order shall not curtail the duties of employes heretofore classed as "train porters."

4. This order shall not infringe upon the seniority rights of white trainmen.

G. W. McADOO,
Director General of Railroads.

Classification and compensation as brakemen were denied to train porters who were not qualified or regularly required to perform the essential duties of passenger brakemen or flagmen as these duties are outlined in Supplement No. 12 for the reason that the service for which these men are employed is not that of brakemen, nor are they qualified or required to perform regularly the essential duties described in Supplement No. 12, although incident to their employment they may and do, on occasion, perform some of such duties.

Complaints on behalf of porters led to the promulgation of Supplement No. 26 issued under date of January 12, 1920 and retroactive to November 1, 1919. It was the understanding of the Director General that this disposed of the question, and in order to be fair he made it retroactive as designated. The train porters were given the increase provided in Article I of Supplement No. 26 and the protection of the basic day, overtime, calls, and extra service of the same supplement.

ARTICLE I. SUPPLEMENT NO. 26. Rates of Pay. (a) For all train porters, excluding those who are provided for in Supplements Nos. 12, 17 and 18 to General Order No. 27, establish a basic minimum rate of $60.00 per month, and to this basic minimum rate and all rates of $60.00 per month and above, in effect as of January 1, 1918, prior to the application of General Order No. 27, add $25.00 per month, establishing a minimum rate of $85.00 per month.

(b) The wages for new assignments shall be in conformity with the wage for similar assignments where created.

B-38-11-A
January 27, 1921.

For Mr. Alvord:

Returning file which accompanied your memorandum of January 12th and relates to the claim of John L. Long in behalf of train porters.

I have again gone over this matter with the assistants and with the members of Board No. 1, and am attaching a brief statement of the essential facts in the controversy, including quotations of the supplements whose terms are involved.

I believe you understand that Supplement No. 12 has been applied in cases where passenger crew includes no white brakemen and the colored man is regularly required to perform all of the essential duties of a brakeman. The controversy is an endeavor to secure brakeman's pay for colored men if they perform ANY of the duties, which does not appear to be contemplated by the terms of Supplement No. 12.

J. G. C.

l/as

SUBJECT: Claims of Grant Cobb and R H Reese for back pay - Porters 162455

Ken

NORFOLK & WESTERN RAILWAY COMPANY

W. J. JENKS,
GENERAL MANAGER.

ROANOKE, VIRGINIA. September 28th 1921..

DIRECTOR GENERAL OF RAILROADS
SEP 30 1921

Mr. John L. Long,
Attorney at Law,
Mutual Building,
Richmond, Va.

Dear Sir:

Your letter September 26th addressed to Mr. Needles.

While no check has been made as to the correctness of your statement showing time worked or rates claimed for service performed by train porters Grant Cobb and R. H. Reese, beg to advise that investigation of this claim was conducted during the year 1919 and it was not found that the service rendered by these porters was such as would make it proper under the provisions of Supplement No. 12 to classify them as passenger brakemen.

Yours truly,

W. J. Jenks

General Manager.

Cy
Mr. James C. Davis.

E38-11a-2

October 6, 1921.

Dear Sir:

This will acknowledge receipt of the copy of your letter of September 28th, addressed to Mr. John L. Long, Attorney at Law, Richmond, Virginia advising him that the investigation conducted in connection with the claim of train porters, Grant Cobb and R.H. Reese, indicated that their work was not such as would properly classify them under the provisions of Supplement 12 to General Order 27.

I desire to thank you for this information.

Very truly yours,

E.M. ALVORD.

W.J. Jenks, Esq.,
General Manager,
Norfolk & Western Railway Company,
Roanoke,
Virginia.

J.L.M.ACW:

168289

T. R. DODGE,
ASSISTANT TO THE PRESIDENT

A. E. KING,
GENERAL SECRETARY AND TREASURER

NATIONAL LEGISLATIVE DEPARTMENT
OF THE
BROTHERHOOD OF RAILROAD TRAINMEN

W. N. DOAK, VICE-PRESIDENT AND REPRESENTATIVE
OFFICE, 101 B STREET, S. E., WASHINGTON, D. C.
TELEPHONE LINCOLN 3578

Washington, D.C.
March 22, 1922.

DIRECTOR GENERAL OF RAILROADS
MAR 17 1922

Mr. E. M. Alvord,
Assistant Director General,
Hurley-Wright Bldg.,
Washington, D.C.

My dear Mr. Alvord,-

I am sending you herewith some correspondence just received from Mr. P. F. McCook, General Chairman of the Brotherhood on the Atlantic Coast Line Railroad, which is self-explanatory and I would appreciate very much if you would go over this matter and let me have the benefit of your opinion as to just what you think of this matter.

It seems from the attached that this fellow Long is trying to collect some money from one of the porters which on the face of it seems to be unfair and unjust, and I certainly would appreciate hearing from you as to just what you think of the entire matter after you have had an opportunity to go over same.

Thanking you in advance for any consideration shown this request and for your many past favors, and for the return of these papers after they have served your purpose, I am

Sincerely yours,

W. N. Doak

Vice President.
B R T.

N
S

E 38-11 a2
Long

March 23, 1922.

My dear Mr. Dosk:

This will acknowledge receipt of your letter of the 22nd instant, enclosing correspondence relative to the case of Jim Dixon, porter, Gainesville District, Atlantic Coast Line Railroad.

Instructions have been issued that no money should be paid to Mr. Long unless he could produce necessary power of attorney empowering him to act for the employee, and release signed by the employee. I understand that the railroads are complying with these instructions and that no money is paid to Mr. Long in connection with this porter trainmen controversy until he has presented the necessary power of attorney and release. I think in this instance that Mr. Dixon has evidently signed the necessary documents in order that Mr. Long could collect the money due. I would suggest that your General Chairman investigate the matter with Dixon, and obtain from him information whether or not he did sign a release and power of attorney.

Sometime ago the porter trainmen of the Atlantic Coast Line, and I think the Seaboard Air Line, placed their claims for back pay in the hands of Mr. J. L. Long, who has been handling the matter for them to date. My personal opinion is that this is a matter between Mr. Long and Mr. Dixon and should be settled between themselves.

Papers forwarded with your letter are returned herewith.

Sincerely yours,

E M A

Mr. W. N. Dosk, Vice Pres.,
Brotherhood of Railroad Trainmen,
101 B Street, S. E.,
Washington, D. C.

EMG:AWS:MA

UNITE[redacted]ATION

FILE No. 6-38-11-A-1

W. G. LEE

SOUTHERN PACIFIC LINES.

SUBJECT: Interpretation of Supplement No.12 for Porters on the Southern Pacific Lines.

Volume No. _____

Subject _____

Form G-18

FILE NO.

UNITED STATES RAILROAD ADMINISTRATION

DIRECTOR GENERAL OF RAILROADS

SUBJECT:

Washington, D. C.
June 23, 1919.

MEMORANDUM FOR MR. CARTER:

The attached file consists of request for interpretation of Supplement 12 to General Order 27, originating with General Chairman A. J. Goggan of the B. R. T. Committee on the Southern Pacific, Pacific System, which, with the approval of President Lee, has been referred to the Wage Board for an interpretation which would indicate whether members of the Trainmen's Organization have the right to continue to exercise their seniority rights as to all positions designated as brakemen, as heretofore.

You will note Chairman Gaines has returned the papers and desires information as to whether action should be taken upon this question by the Wage Board or whether it should be held in abeyance.

By referring to the file you will note that President Lee wrote you under date of March 25th, stating that he was of the opinion that the seniority rules in effect on that line must govern, and if train porters are considered brakemen in every sense of the word, they would undoubtedly be entitled to all rules affecting brakemen and conductors; but that, in his opinion, it was the intention not to classify train porters as brakemen, but rather to classify them as porters and pay them brakemen's rates, if they performed any of the services of brakemen.

Mr. Lee also states in his letter that he has personally discussed the question with you on a number of occasions and if you preferred to hold the matter in abeyance until after the Director General has had an opportunity to pass upon similar questions that the matter could be returned to him pending further advice.

In your letter to Mr. Lee of April 3rd you expressed an opinion upon the subject and suggested that, if an official interpretation was desired, Mr. Lee so state, and an interpretation would be requested.

Under date of April 19th, President Lee took advantage of Supplement 6-A to General Order 27 and requested an official interpretation covering this matter and the same was transmitted by me to the Board of Railroad Wages & Working Conditions, with the result that Chairman Gaines has suggested the advisability of taking no action until the Director General has passed upon any matters in connection with this question which have been brought to his attention by President Lee and yourself.

If you desire that I take any further action in this case, please return papers with advice as to the action desired.

H. H. REED
HHR.

4-W

W. G. Lee, President.
T. R. Dodge, Assistant President.
A. E. King, General Secretary and Treasurer.

Grand Lodge
Brotherhood of Railroad Trainmen

General Offices. Cleveland, Ohio.

WGL-M

March 25th, 1919.

DIVISION OF LABOR
MAR 27 1919

Mr. W. S. Carter,
Director, Division of Labor,
U. S. Railroad Administration,
Washington, D. C.

Dear Sir:-

Attached hereto are two copies of a statement of facts furnished by Chairman A. J. Goggan, of the Southern Pacific, Pacific System, in reference to train porters, who, I understand, are paid brakemen's rates of pay on passenger trains, and the question asked by Goggans in a prior communication was: "What is our status under this Order (Sup. 12, to G.O. 27)? Have our men the right to exercise their seniority rights as to all positions designated as brakemen, as heretofore?"

I am not certain whether it would be proper to refer this question to the Board of Railroad Wages and Working Conditions, Board No. 1, or whether your Department should make a decision on the question in dispute. Really, I am of the opinion the seniority rules in effect on that line must govern, and if the train porters have been and are considered brakemen in every sense of the word, they would undoubtedly be entitled to all rules affecting brakemen and conductors, which I hardly believe you would care to have embodied in a decision to that effect.

My understanding is that train porters performing any portion of the duties of a brakeman, such as coupling or uncoupling cars, throwing switches or flagging, are entitled to brakemen's pay under General Order No. 27, but I hardly believe it is the intention of even the Southern Pacific Co. to class the employees mentioned as brakemen, but rather they are supposed to be porters and only perform the duties usually required of porters.

I have personally discussed this same question with you on a number of occasions, and if in your opinion it would be better to withhold this submission until after the Director General has had an opportunity to pass upon other similar questions now under consideration, you can return the submission to me or hold it pending further advice.

Very truly yours,

W. G. Lee,
President.

Houston, Texas, Feb., 22nd, 1919.

Request for an interpretation of Supplement 12 to General Order 27.

STATEMENT OF FACTS.

Men formerly known as porters on passenger trains, under Supplement 12 to General Order 27 are qualified and designated as brakemen and are paid the brakemen's rates of pay.

Seniority rules in our agreement governing conductors and brakemen covers all brakemen's positions. Paragraph four of Supplement 12 reads: "This order shall not infringe upon the seniority rights of white trainmen."

Our agreement governs as to all positions of brakemen. Specific seniority rules are Article 41, 43, 44, 47, and 56. These positions are covered by general acceptance as much as by specific rules. Copy of system agreement enclosed herewith.

We respectfully request that the Board give us an interpretation of Supplement 12, designating the status thereunder of brakemen on our lines covered by our agreement.

Respectfully submitted,

A Hoggan

Chairman Gen., Com., BofRT SP Lines.

APPROVED 3/25 1919
FOR TRANSMISSION TO DIRECTOR, DIVISION OF LABOR, ACCORDING TO ORDER NO. 13.
W G Lee
PRESIDENT B. OF R. T.

E-38-11-a-1

Index

April 3, 1919

Def Cmen

Mr. W. G. Lee, President,
Brotherhood of Railroad Trainmen,
1213 Amer. Trust Bldg., Cleveland, O.

Dear Sir:

I have your letter of March 25th to which is attached statement of facts concerning the employment of porters and request for interpretation from Chairman A. J. Cogsan, of the B. of R. T., Southern Pacific Lines, and I note this refers to the language of Supplement 12 to General Order 27.

While this is a request for interpretation from Mr. Cogsan, I do not understand that you desire this matter to be presented to the Board of Railroad Wages and Working Conditions for an "official" interpretation. If I am mistaken in this conclusion, kindly advise, when same will be immediately presented to the Wage Board.

With my knowledge of the causes that lead to the issuance of Supplement No. 12 to General Order No. 27, will say, I do not believe it was the intent of the Wage Board in the issuance of Supplement No. 12 to change in any respect the status of the colored train porters, except to fix their compensation. Article 5 of Supplement No. 12 says that "this order shall not curtail the duties of employees heretofore classed as 'train porters'".

From this language I am going to assume that whoever fills these positions will be required to do the same work that is now being done by colored train porters, and I do not believe it was the intention of Supplement No. 12 to change the existing status, except as to compensation.

As stated, if you believe it would be wise to ask the Board of Railroad Wages and Working Conditions to recommend to the Director General an interpretation of the matter I shall be glad to do so.

Yours truly,

12

W. S. CARTER

W. G. Lee, President.
T. R. Dodge, Assistant President.
A. E. King, General Secretary and Treasurer.

Grand Lodge
Brotherhood of Railroad Trainmen

General Offices, Cleveland, Ohio.

7406 WGL-M

April 19th, 1919.

DIVISION OF LABOR.

Mr Reed

E 38-11-A-1

Mr. W. S. Carter,
Director, Division of Labor,
U. S. Railroad Administration,
Washington, D. C.

APR 21 1919

Dear Sir:-

Acknowledging receipt of your communication of the 3rd with further reference to a statement of facts forwarded to you some time ago over the signature of Chairman Goggans, of the S.P., Atlantic System, requesting an interpretation of Supplement 12 to General Order No. 27, such statement was prepared by Mr. Goggans because of your statement in prior correspondence to the effect that if it was believed an additional interpretation was necessary, the matter would be referred to the Board of Railroad Wages and Working Conditions, and I would be glad, therefore, to have you present the matter to the Board for an "official" interpretation.

Referred to me 5/20/19 H.H.R.

Very truly yours,

W. G. Lee.

President.

Copy to
Mr. A. J. Goggan.

May 29, 1919.

record this

FILE COPY

Mr. F. F. Gaines,
Chairman, Board of Railroad Wages &
Working Conditions,
Southern Railroad Building,
Washington, D. C.

Dear Sir:

I am attaching copy of letter addressed to Mr. Carter under date of March 25, 1919, by President Lee of the Brotherhood of Railroad Trainmen, together with a copy of statement of facts, over the signature of General Chairman A. J. Goggan, of the B. of R. T. S. P. Lines, dated February 22, 1919, asking for an interpretation of Supplement 12 to General Order 27 as to the status of colored brakemen and train porters.

As provided for in Supplement 6-A to General Order No. 27, will you please render an interpretation as requested by President Lee?

Yours truly,

M. H. REND
Special Assistant to Director.

4-2
Incl.
Copy to:
Mr. W. G. Lee.

Form G-77.

1

Sou Pac

UNITED STATES RAILROAD ADMINISTRATION

DIRECTOR GENERAL OF RAILROADS

WASHINGTON

BOARD OF
RAILROAD WAGES AND WORKING CONDITIONS

F. F. GAINES, CHAIRMAN
A. O. WHARTON, VICE CHAIRMAN
J. J. DERMODY
C. E. LINDSAY
W. E. MORSE
G. H. SINES

J. A. EMMART, SECRETARY

SOUTHERN RAILROAD BUILDING
1300 PENNSYLVANIA AVE.

DIVISION OF LABOR.
Refer to Docket No. 468

June 12, 1919.

Mr. W. S. Carter,
Director, Division of Labor,
U. S. Railroad Administration,
Washington, D. C.

JUN 17 1919

Dear Sir:-

Referring to Mr. Reed's letter of May 29th and also Mr. Lee's letter to yourself, dated March 25th, re: submission from General Chairman, A. J. Goggan, of the Brotherhood of Railroad Trainmen, Southern Pacific Lines, dated February 22, 1919, asking for an interpretation of Supplement No. 12 to General Order No. 27, as to the status of brakemen under the provisions of the Brotherhood of Railroad Trainmen's agreement on the said lines and in regard to which Mr. Reed requested that an interpretation thereon be rendered by this Board.

We note that in the last paragraph of Mr. Lee's letter of March 25th, 1919, the question has personally been discussed by yourself and Mr. Lee on a number of occasions and from the same paragraph we gather that the Director General is to pass upon this as well as upon other similar questions, all of which he now has under consideration. We also understand that Mr. Lee has personally discussed this same question with the Director General. Therefore, in view of the fact that Mr. Lee leaves it to your opinion as to whether to withhold the submission on account of the reasons herein referred to, we venture to suggest that it may be advisable to hold the matter in abeyance since seemingly the Director General is to pass upon the subject matter thereof in the light of Mr. Lee's personal presentation of the matter to yourself and the Director General.

We are herewith returning the file to you with the request that you advise us as to whether it will be held in abeyance or if, after giving further consideration to Mr. Lee's suggestion and our comments thereon, if you still feel that this Board should make an interpretation, kindly return the file to us and action thereon will be taken.

Very truly yours,

F. F. Gaines

Chairman.

5 - 55.

W. G. Lee, President. T. R. Dodge, Assistant President. A. E. King, General Secretary and Treasurer.

Grand Lodge

Brotherhood of Railroad Trainmen

General Offices, Cleveland, Ohio.

WGL-M

March 25th, 1919.

Mr. W. S. Carter,
Director, Division of Labor,
U. S. Railroad Administration,
Washington, D. C.

Dear Sir:-

Attached hereto are two copies of a statement of facts furnished by Chairman A. J. Goggan, of the Southern Pacific, Pacific System, in reference to train porters, who, I understand, are paid brakemen's rates of pay on passenger trains, and the question asked by Goggans in a prior communication was: "What is our status under this Order (Sup. 12, to G.O. 27)? Have our men the right to exercise their seniority rights as to all positions designated as brakemen, as heretofore?"

I am not certain whether it would be proper to refer this question to the Board of Railroad Wages and Working Conditions, Board No. 1, or whether your Department should make a decision on the question in dispute. Really, I am of the opinion the seniority rules in effect on that line must govern, and if the train porters have been and are considered brakemen in every sense of the word, they would undoubtedly be entitled to all rules affecting brakemen and conductors, which I hardly believe you would care to have embodied in a decision to that effect.

My understanding is that train porters performing any portion of the duties of a brakeman, such as coupling or uncoupling cars, throwing switches or flagging, are entitled to brakemen's pay under General Order No. 27, but I hardly believe it is the intention of even the Southern Pacific Co. to class the employees mentioned as brakemen, but rather they are supposed to be porters and only perform the duties usually required of porters.

I have personally discussed this same question with you on a number of occasions, and if in your opinion it would be better to withhold this submission until after the Director General has had an opportunity to pass upon other similar questions now under consideration, you can return the submission to me or hold it pending further advice.

Very truly yours,

W. G. Lee

President.

Form G-18

FILE NO.

UNITED STATES RAILROAD ADMINISTRATION

DIRECTOR GENERAL OF RAILROADS

SUBJECT:

August 13,1919

MEMORANDUM

E-38-11-A-1

SUBJECT: Interpretation of Supplement No. 12 for porters on the Southern Pacific Lines.

On the afternoon of Tuesday August 12th Mr. Tyler and Mr. Carter discussed this case and read memorandum of Mr. Reed of June 23rd when it was decided that the matter should be referred to Messrs. Lake and Daugherty for further development and decision.

Our opinion expressed was that it was not the intent of Supplement No. 12 to G.O.27 nor was it for the best interests of the Railroad Administration to say that a colored porter should perform only the duties of a brakeman. The opinion was that Supplement No. 12 intended that passenger train porters doing the work of a brakeman and also the work of a porter should be paid passenger brakeman's rate but that if the porter was relieved entirely of the work of a brakeman, it would, in order to avoid such payment, leave the conductor and passenger flagman to protect the train and finally result in another brakeman being placed on the train in order to assist in such protection, in addition to the colored porter whose duties were limited to that of porter only.

W. S. Carter

3/6

1-AR

Form G-18

FILE NO.

UNITED STATES RAILROAD ADMINISTRATION

DIRECTOR GENERAL OF RAILROADS

SUBJECT: Southern Pacific Lines and Porters.

August 15, 1919.

MEMORANDUM

In connection with the attached file, Messrs. Daugherty and Lake agree to the following action:

Mr. Daugherty is to write the Federal Manager of the Southern Pacific Lines, Pacific System, attaching thereto a copy of Chairman Goggan's statement of facts, submitted under date of February 22, questioning him as to the past practices of manning passenger trains, insofar as porters or colored trainmen were concerned, and especially as to whether or not it has been the practice for men classified and paid as porters to perform the duties specified in Sections (a), (b), (c), (d), and (e) of Supplement 12; and, if so, did these men exercise any seniority as covered by the trainmen's schedule?

Second, has it been the practice to employ colored men for these duties to be performed by colored men with the title and pay of trainmen; and, in such event, have such trainmen exercised seniority, either as between themselves or interchangeable with whitemen filling similar positions.

At the present time are men classified as porters continuing to perform the aforesaid duties, and if so, are they paid as brakemen and considered as such insofar as seniority rights are concerned?

Are colored porters covered by Sup. 12 in any manner infringing upon the seniority rights of white trainmen.

C. S. LAKE.

E-38-11-A-1

Aug. 20, 1919.

Mr. A. O. Wharton, Chairman,
Board of Railway Wages and Working Conditions,
Southern Railroad Bldg.,
Washington, D.C.

Dear Sir:

This will acknowledge receipt of your letter of July 29th, last, your Docket No. 468, addressed to Mr. W. S. Carter, Director, requesting present status of submission from General Chairman A. J. Coggan of the Brotherhood of Railroad Trainmen, Southern Pacific Lines, February 22nd, 1919, which requests an interpretation of Supplement No. 12 to General Order No. 27, as to the status of brakemen under the provisions of the Brotherhood of Railroad Trainmen's agreement on those lines, which you returned with your letter of June 12th.

This matter has been taken up with the Federal Manager of the Southern Pacific System, and a copy of Chairman Coggan's statement of facts submitted, with request for further detailed information.

As soon as it is received the question will be taken up further with the Division of Operation for consideration.

Yours truly,
H. P. Daugherty
Assistant Director

Form G-77.

11-RMB

FILE COPY

E-38-11-a-1

UNITED STATES RAILROAD ADMINISTRATION

DIRECTOR GENERAL OF RAILROADS

WASHINGTON

BOARD OF
RAILROAD WAGES AND WORKING CONDITIONS

A. O. WHARTON, CHAIRMAN
W. E. MORSE, VICE CHAIRMAN
J. J. DERMODY
F. F. GAINES
C. E. LINDSAY
G. H. SINES

J. A. EMMART, SECRETARY

ROOM 812
SOUTHERN RAILROAD BUILDING
1300 PENNSYLVANIA AVENUE

July 29, 1919.

DIVISION OF LABOR

Refer to Docket No. 468

JUL 31 1919

Mr. W.S.Carter, Director,
Division of Labor,
U.S.Railroad Administration,
Washington, D.C.

Dear Sir:-

On June 12th we wrote you returning submission from General Chairman A.J.Goggan of the Brotherhood of Railroad Trainmen, Southern Pacific Lines, February 22, 1919, which requested an interpretation of Supplement No. 12 to General Order No. 27 as to the status of brakemen under the provisions of the Brotherhood of Railroad Trainmen's agreement on those lines.

Please see the last paragraph of the communication referred to and kindly advise whether or not it has been decided to hold this subject in abeyance or if it is still felt that this Board should make an interpretation.

We have an inquiry from Mr. Goggan as to what action has been taken on this subject.

Very truly yours,

A.O.Wharton

Chairman

9-56

E-38-11-a-1

476 - 29-1919

E-38-11-A-1

Aug. 20, 1919.

Mr. W. R. Scott,
Federal Manager,
Southern Pacific Lines,
San Francisco, Calif.

Dear Sir:

I am attaching a copy of statement of facts submitted by A. J. Goggan, General Chairman, B. of R. T., Southern Pacific Lines, and approved by President Lee of that Organization, covering interpretation of Supplement No. 12 to General Order No. 27, for porters on the Southern Pacific Lines, and will appreciate answers to the following questions in connection therewith:

What were the past practices of manning passenger trains, insofar as porters or colored trainmen were concerned, and especially has it been the practice for men classified and paid as porters to perform the duties specified in Sections (a), (b), (c), (d), and (e) of Supplement No. 12; and, if so, did these men exercise any seniority as covered by the trainmen's schedule?

Has it been the practice to employ colored men for these duties to be performed by colored men with the title and pay of trainmen; and in such event, have such trainmen exercised seniority, either as between themselves or interchangeable with white men filling similar positions?

At the present time are men classified as porters continuing to perform the aforesaid duties, and if so, are they paid as brakemen and considered as such, insofar as seniority rights are concerned?

Are colored porters covered by Supplement No. 12 in any manner infringing upon the seniority rights of white trainmen?

An early reply will be appreciated.

Yours truly,

H. P. Daugherty
Assistant Director.

11-RMB
Enc.
G

Form G-77.

FILE COPY

UNITED STATES RAILROAD ADMINISTRATION
DIRECTOR GENERAL OF RAILROADS

SOUTHERN PACIFIC RAILROAD
(LINES SOUTH OF ASHLAND)
WESTERN PACIFIC RAILROAD
TIDEWATER SOUTHERN RAILROAD
DEEP CREEK RAILROAD

Re-Index

W. R. SCOTT,
FEDERAL MANAGER.

65 MARKET STREET
SAN FRANCISCO, CAL.

August 27, 1919

E-38-11-a-1

SEP 4 1919

DIVISION OF LABOR.

Mr. H.P. Daugherty, Asst. Director,
Division of Labor,
Washington, D.C.

Dear Sir :-

I am in receipt of your letter of August 20th, file E-38-11-A-1, enclosing statement of facts submitted by A.J. Goggan, in connection with interpretation of Supplement No. 12 to General Order No. 27, for porters on the Southern Pacific Lines.

Inasmuch as Mr. Goggan's jurisdiction covers Southern Pacific Lines East of El Paso, it is assumed that your communication was intended for Mr. W.B. Scott, Federal Manager, Houston, Texas, who has jurisdiction over that portion of the Southern Pacific Lines. I am accordingly forwarding your letter with enclosure to Mr. W.B. Scott for attention.

Yours truly,

W R Scott

Mea

cc Mr. W.B. Scott, Fed.Mgr.,
Houston, Tex.

Form G-18

FILE NO.

UNITED STATES RAILROAD ADMINISTRATION

[redacted] DIRECTOR GENERAL OF RAILROADS

SUBJECT: Application of Supplement No. 12 to General Order No. 27 - Train Porters - Southern Pacific Lines.

Sept. 23, 1919.

MEMORANDUM

Referring to the attached.

Messrs. Daugherty and Lake feel that Mr. Daugherty's letter of August 20th to Mr. Scott and the answer thereto under date of September 4th clearly indicates that -

Passenger trains of the Southern Pacific have heretofore been manned by a conductor, white brakeman and a colored train porter, and prior to the effect of Supplement 12 it has been the practice for the latter to perform some of the duties designated as "passenger brakemen" service, as defined by Supplement 12, for which they only received a porter's pay, ranging from $50. to $60. per month.

Since the effect of Supplement 12, there has been no change in the duties of these men, but they have been paid passenger rates in accordance with the terms of Supplement 12.

We find that these porters do not hold any standing as brakemen or in any manner infringe upon the rights of white trainmen, and in fact there is no difference in their service now and previously except as to their rate of pay.

We believe that the foregoing explanation to Mr. Lee will enable him to satisfy General Chairman Groggan and to answer the questions that he propounds.

UNITED STATES RAILROAD ADMINISTRATION
DIRECTOR GENERAL OF RAILROADS
SOUTHWESTERN REGION

E-38-11-A-1

MORGAN'S LOUISIANA & TEXAS RAILROAD
IBERIA & VERMILION RAILROAD
LOUISIANA WESTERN RAILROAD
LAKE CHARLES & NORTHERN RAILROAD
TEXAS & NEW ORLEANS RAILROAD
GALVESTON, HARRISBURG & SAN ANTONIO RAILROAD
HOUSTON & TEXAS CENTRAL RAILROAD

HOUSTON EAST & WEST TEXAS RAILROAD
HOUSTON & SHREVEPORT RAILROAD
SOUTHERN PACIFIC TERMINAL
DIRECT NAVIGATION LINES
SAN ANTONIO & ARANSAS PASS RAILROAD
SAN ANTONIO, UVALDE & GULF RAILROAD
TRINITY & BRAZOS VALLEY RAILROAD

W. B. SCOTT
FEDERAL MANAGER

SOUTHERN PACIFIC BUILDING
HOUSTON, TEXAS

DIVISION OF LABOR
SEP 8 1919

Sept. 4, 1919.

Application of Supplement No. 12 to
General Order No. 27 - Train Porters.

Mr. H. P. Daugherty,

Assistant Director,
Division of Labor,

Washington, D. C.

Dear Sir:-

Your letter of August 20th, file E-38-11-A-1.

1st. Passenger trains on these lines are manned by a conductor, a white brakeman and a colored train porter. We do not have the designation of 'flagmen', the white brakemen performs all of the flagging service. Our Book of Rules, or contracts with the organizations, does not mention a train porter and the duties of the latter have never been defined.

In December, 1917, prior to the issuance of any of the wage orders, colored train porters were paid from $50.00 to $60.00 per month, while all white brakemen were paid $81.07 per month. On receipt of Supplement No. 12, all colored train porters, who were required to perform the duties specified in Sections (a), (b), (c), (d), and (e) of the supplement, were paid the brakemen's rate, however their designation as train porters was not changed. By this, I mean that the train porters continue to wear badge stenciled 'train porter'. These colored porters have never exercised any seniority rights as covered by the Trainmen's schedule.

2nd. Colored men have always been employed for the position of train porter, and prior to receipt of Supplement No. 12, the pay of train porters was considerably less than the pay of passenger brakemen. The train porters have never carried the title of 'Brakeman' or 'Trainman' and have never been permitted to exercise seniority rights for white men's positions, neither have white men been allowed to exercise seniority rights for porters' positions.

3rd. At the present time train porters who are receiving the same rates of pay as white brakemen, are performing all of the duties formerly performed, such as sweeping out cars, cleaning cuspidors, and other porter's work.

4th. Colored train porters are not in any way infringing upon seniority rights of white trainmen. I take it from the statements submitted by General Chairman Goggan that he wants the white men to displace the colored train porters. This would mean two white brakemen on each passenger train, which the contract does not provide for, and which practice has never existed.

Further, wish to point out that the colored train porter is only classed 'brakeman' for payroll purposes.

Yours truly,

NBLeon

Index

E-38-11-A-1

September 24, 1919

Mr. W. G. Lee,
Pres., B. R.T.,
Cleveland, Ohio.

Dear Sir:

Referring further to your letters of March 25th and April 19th addressed to Mr. W. S. Carter, Director, relative to a statement of facts forwarded over the signature of Chairman A. J. Goggan of the Southern Pacific RR, Atlantic System, in reference to colored train porters who are paid brakeman's rates and inquiring as to the status of the B.R.T. under Supplement No. 12 and whether they had the right to exercise their seniority rights as to all positions designated as brakeman, as heretofore:

The investigation has developed the following facts:

Passenger trains of the Southern Pacific have heretofore been manned by a conductor, white brakeman and a colored train porter, and prior to the effect of Supplement 12 it has been the practice for the latter to perform some of the duties designated as "passenger brakeman" service, as defined by Supplement 12, for which they only received a porter's pay, ranging from $50. to $60. per month.

Since the effect of Supplement 12, there has been no change in the duties of these men, but they have been paid passenger rates in accordance with the terms of Supplement 12.

We find that these porters do not hold any standing as brakemen or in any manner infringe upon the rights of white trainmen, and in fact there is no difference in their services now and previously except as to their rate of pay.

Yours truly,

2—387A

Form G-77

H. P. Daugherty
Assistant Director.

11-AR

FILE COPY

file

FILE

S-38-11-A-1

September 25,1919

Mr. W. B. Scott, Fed.Mgr.,
S. P. RR, Atlantic System,
S. P. Bldg.,
Houston, Texas.

Dear Sir:

I wish to acknowledge receipt of your letter of Sept.4th replying to my letter of August 20th requesting certain information in connection with the application of Supplement No. 12 to General Order 27 to colored train porters on the Southern Pacific RR and thank you for the information contained therein.

Yours truly,

H. P. Daugherty

Assistant Director.

11-AR

COPY

Form G-77

1—8678

UNITED STATES RAILROAD ADMINISTRATION

DIRECTOR GENERAL OF RAILROADS

WASHINGTON

BOARD OF
RAILROAD WAGES AND WORKING CONDITIONS

A. O. WHARTON, CHAIRMAN
W. E. MORSE, VICE CHAIRMAN
J. J. DERMODY
F. F. GAINES
C. E. LINDSAY
G. H. SINES

J. A. EMMART, SECRETARY

ROOM 812
SOUTHERN RAILROAD BUILDING
1300 PENNSYLVANIA AVENUE

Refer to Docket No. 468

December 5, 1919.

Mr. H. P. Daugherty,

Assistant Director, Division of Labor,

Washington, D. C.

Dear Sir:-

Will you kindly refer to your letter of August 20th, file E-38-11-A-1, in relation to request from General Chairman A. J. Goggan of the Brotherhood of Railroad Trainmen, Southern Pacific Lines, for an interpretation of Supplement No. 12 to General Order No. 27 as to the status of Brakemen under the provisions of the Brotherhood of Railroad Trainmen's agreement on those lines, and advise what disposition was made of this subject.

Very truly yours,

A. O. Wharton

Chairman.

8:67

E-88-11-A-1

December 10, 1919.

Mr. A. O. Wharton, Chairman,
Board of Railroad Wages & Working Conditions,
Southern Railroad Bldg.,
Washington, D. C.

Dear Sir:

Referring to your letter of the 5th inst., Docket 468, relative to my letter of August 20th, in relation to request from General Chairman A. J. Coggan of the Brotherhood of Railroad Trainmen, Southern Pacific Lines, for an interpretation of Supplement No. 12 to General Order No. 27 as to the status of Brakemen under the provisions of the Brotherhood of Railroad Trainmen's agreement on those lines.

For your information, I am attaching a copy of my letter of September 24th to Mr. W. G. Lee, President of the B. of R.T., which disposes of this question.

Very truly yours,

H. P. Daugherty

Assistant Director.

ll/az

UNITED STATES RAILROAD ADMINISTRATION

DIRECTOR GENERAL OF RAILROADS

WASHINGTON

BOARD OF
RAILROAD WAGES AND WORKING CONDITIONS

A. O. WHARTON, CHAIRMAN
W. E. MORSE, VICE CHAIRMAN
J. J. DERMODY
F. F. GAINES
C. E. LINDSAY
G. H. SINES

J. A. EMMART, SECRETARY

ROOM 812
SOUTHERN RAILROAD BUILDING
1300 PENNSYLVANIA AVENUE

DIVISION OF LABOR.

Refer to Docket No. 468.

December 11, 1919.

DEC 11 1919

Mr. H. P. Daugherty, Assistant Director,
Division of Labor,
U. S. Railroad Administration,
Washington, D. C.

Dear Sir:-

Please refer to your file E-38-11-A-1.

Will you kindly advise if there has been any additional developments in this case.

Very truly yours,

BY ORDER OF THE BOARD,

A O Wharton

Chairman.

5/55.

E-38-11-A-1

December 15, 1919.

Mr. A. O. Wharton, Chairman,
Board of Railroad Wages & Working Conditions,
Southern Railroad Bldg.,
Washington, D. C.

Dear Sir:

I have your letter of December 11th, Docket No. 488, inquiring if there has been any additional developments in the case under our File No. E-38-11-A-1.

Under date of December 10th I wrote you regarding the disposition of this case, which, no doubt, is now in your possession.

Very truly yours,

H. P. Daugherty

Assistant Director.

11/as

[illegible]

[illegible]

[illegible]

[illegible] Memorandum concerning Aith Hagen Barber & Tyler concerning application of Hamilton No. 19

COPY

June 21,1919.

For the Director General:

I herewith file with you an original communication addressed to you and signed by T. A. Keith, a colored passenger train porter, who has recently been dismissed by the Trainmaster on the Memphis Division of the Southern Railroad, for the reasons set forth in the attached copy of letter that I have just addressed to Federal Manager Coapman.

Accompanying T. A. Keith were two colored passenger train porters from the Washington Division, named W. H. Bannaker and William C. Turner. The latter two had no information and made no presentation of Keith's dismissal, or the practise on the Memphis Division, but all three of the committee said that there was an apparent understanding by the Federal Managers of all the Southern railroads that Supplement No. 12 to General Order No.27 would not be observed.

It is stated that on some railroads, bulletins have been posted, relieving colored train porters of some of the work set forth in Supplement No.12. They say that this is done unfairly, for the specific purpose of refusing them the increase in wages provided by Supplement No.12. They say that on the Southern Railroad and other railroads in the Southeastern District, without changing their present duties, which are covered in Supplement no.12, no attempt has been made to pay the wages as provided in Supplement No.12.

Keith says that the Illinois Central Railroad and the St.Louis-Southwestern Railroad have palced Supplement No.12 in effect, but as these railroads are considered "Western" it would appear that the understanding, if there is such an understanding, is confined to Federal Managers in the Southeastern District.

If any orders have been issued by the Railroad Administration abrogating Supplement No.12, I have never had any information to that effect, and I am going to ask you to please ascertain if any such orders have been issued, so that it can be publicly known that Supplement No.12 has been abrogated by the Director General. On the other hand, if this is simply a determination on the part of certain Southeastern railroads to disregard the circular, I recommend that you address a communication to the Federal Manager of that district, requiring that Supplement No.12 be adhered to and without evasion.

The reason I make this recommendation is that representatives of colored associations have occasionlly called upon me and have, in a general way, expressed the opinion that the Director General did not intend to carry out his orders as they affect colored passenger train porters.

I have denied this in every instance, and have suggested that they file specific cases.

One of the representatives of the Southeastern colored men, who has been here on two occasions, is a Mr.Lyons, who was formerly Registrar of the Treasury, and whose name used to appear on United States currency. He seems to be a very able man, and he, without citing any specific instance, expressed the opinion that officers of the Railroad Administration were not carrying out the orders of former Director General McAdoo in Supplement No.12.

The reason I have not brought this to your attention before is that I have not had any specific statement, as herein set forth.

W.S.Carter

Enc.
1-MBB

4

June 21, 1919.

MEMORANDUM

At 9.30 a.m. Saturday, June 21, a committee consisting of T. A. Keith, recently a colored passenger train porter on the Memphis Division of the Southern Railroad (address 354 East Main Street, Chattanooga, Tenn.); William H. Bannaker, of the Washington Division, Southern Railroad (address 69 Myrtle St., N.E., Washington, D. C.); and William C. Turner, of the Washington Division, Southern Railroad (address 410 L St., N.W., Washington, D. C.); asked for a conference.

At this conference a copy of the attached letter addressed to the Director General was handed to me.

A general discussion of the matter indicated the following:

Passenger Train Porters (colored) are not paid as provided in Supplement No. 12 to General Order No. 27 on the Southern Railroad.

Passenger Train Porters are required to take water for firemen on Memphis Division of the Southern Railroad, but not on other divisions.

Passenger Train Porters are required to clean flagmen's lamps on the Memphis Division of the Southern Railroad, but not on other divisions.

A bulletin was posted at points on Southern Railroad by Trainmaster that all employes required to have summer uniform must supply themselves by June 15 or would be taken out of service. T. A. Keith purchased new trousers and cap, and had coat from previous summer. Trainmaster on Memphis Division had issued orders that colored passenger train porters must take water for firemen. T. A. Keith, colored train porter on Trains 35 and 24, refused to take water for firemen because he wanted to keep his uniform clean and was discharged by Trainmaster Woodall at Sheffield, Ala., on middle of run, Train 24, on June 9, 1919.

Keith contends that he should not have been dismissed as the work required was not the work of a train porter, and that he could not have kept his uniform clean as required by the Southern R.R. and do this work. Keith asks reinstatement and pay for time lost account of dismissal.

Wfb 6/21

Coinplaints

Pass Train Porters (colored) are not paid as provided in Supp 12 to G.O. 27. on Southern Railroad.

Pass Train Porters are required to take water for firemen on Memphis Division of the Southern RR, but not on other divisions

Pass Train Porters are required to clean Flagmen lamps on the Memphis Div of the Southern Railroad, but not on other divisions

Bulletin was posted at points on Southern Railroad by Train Master that all employes required to have summer uniform must supply themselves by June 15 or would be taken out of service. J. A. Keith purchased new ~~uniform for~~ trousers and cap, and had coat from previous summer, ~~and~~ ~~was~~ Trainmaster on Memphis Div. had issued orders that ~~pers.~~ ~~train porter~~

that colored pass train porters must take water for fireman - J. A. Keith, colored train porter on trains 35 and 24 refused to take water for fireman because he wanted to keep his uniform clean and was discharged by ~~the~~ Train Master Woodall at Sheffield Ala., on middle of run, train 24, on June 9th, 1919. Keith contends that he should not have been dismissed as the work required was not the work

of a train porter, and that he could not have kept his uniforms clean as required by the Southern RR, and do this work. Keith asks reinstatement and pay for time lost account of dismissal.*

Committee consists of
J. A. Keith, of Memphis Divisn, Address 354 East Moore St, Chattanooga Tenn
Wm. H. Bannaker, Washington Div, Add. 69 Myrtle St. N.E. Washington, D.C.
Wm. L. Turner, Wash Div. Add. 410 L. St N.W. Washington

Keith paid $21.12 for RR fare, that is to work - to present this case, and will pay some ammount to get back to that day, advised Keith to get work so as to cut down lost time.

Fold Corn I will take all of these matters up with Mr. Coopman

UNITED STATES RAILROAD ADMINISTRATION.

WASHINGTON, D. C., DECEMBER 2, 1918.

SUPPLEMENT NO. 12 TO GENERAL ORDER NO. 27.

To carry out the intent of Article VI, of General Order No. 27, and retroactive to June 1, 1918, it is ordered:

1. Employees in a passenger train crew, except conductor, collector and baggagemaster, qualified and regularly required to perform the following essential duties, will be designated as passenger brakemen or flagmen and paid accordingly:

(*a*) Inspect cars and test signal and brake apparatus for the safety of train movement.

(*b*) Use hand and lamp signals for the protection and movement of trains.

(*c*) Open and close switches.

(*d*) Couple and uncouple cars and engines and the hose and chain attachments thereof.

(*e*) Compare watches when required by rule.

2. Where white brakemen are not employed, the compensation and overtime rule for colored brakemen shall be the same, for both passenger and freight service, as for the same positions on the minimum paid contiguous road.

3. This order shall not curtail the duties of employees heretofore classed as "train porters."

4. This order shall not infringe upon the seniority rights of white trainmen.

W. G. McAdoo,
Director General of Railroads.

96323°—18

WASHINGTON : GOVERNMENT PRINTING OFFICE : 1918

(6)

Evidently ~~the~~ RR are designating purpose of Sup 12

COPY

Chattanooga, Tenn., June 16th, 1919.

Hon. Walker D. Hines,
Director General of Railroads,
Washington, D. C.

Dear Sir:

I, T. A. Keith, colored passenger brakeman employed on the Memphis Division of the Southern Railroad, do hereby bring my grievance to you for adjustment and justice.

I entered the service of the Southern Railroad Company as passenger brakeman Nov. 1st, 1910, and remained in active service until June 9, 1919, with a clear record, and was maliciously suspended from service because I would not take water on the passenger engine for passenger fireman.

Mr. Hines, there are many cases of hardship and cruelty imposed on the colored passenger brakemen here on the Southern Railroad, on the Memphis Division: Colored passenger brakemen are forced to clean the white flagman's refuse; to clean the flagman's lights; and the flagman will report the matter to the conductor, who will tell the colored brakeman that he will have to help clean and take care of the flagman's light if he wants to stay on the crew.

Mr. Hines, that is wrong, and ought to be stopped. The flagman has nothing else to do but his own work, and he ought to do it. The colored brakeman's work consists of the following duties on the Memphis Division: He performs all of the duties that Supplement No. 12 requires a brakeman to perform.

Then he is forced to climb up on the tender of greasy engines with his nice uniform on, and pull the tank spout down and take the water for the fireman— one of the most shameful and unmerciful hardships that could be imposed upon a passenger brakeman.

Referring to the Southern Railroad book of general rules,-- Rule 578 reads as follows: "Firemen must take water, clean the ash pan and spark arrestors, and assist in taking fuel when necessary". For flagmen— Rule 594 reads as follows: "Flagmen must take care of the markers and other rear train signals, put them in place, see that they are always properly displayed, and that the signal lamps are cleaned, filled, trimmed, and burn brightly". Rule 601--"Flagmen on passenger trains must never leave the rear car when the train is running except to protect it and when not otherwise engaged must take position at the end of the car within reach of the air brake attachment where they can make the emergency application of the brakes", but on the Memphis Division the flagmen ride on the front end of the train more than they do on the rear.

Copy
Original and copy sent to T. G. Lewis of Memo of June 21

Mr. Hines, think about it— a colored passenger brakeman paying $30 for a uniform and then climbing upon those greasy engines, doing the fireman's work, and not getting any pay for it, and the fireman not required to buy a uniform. The passenger brakeman must handle express and gets nothing for it. If he should get hurt the express company would not pay him a cent for his injuries. The brakeman is not employed by the express company but by the railroad company. The express company have a right to handle their own shipments on local trains as they do on fast trains.

This injustice is imposed on the brakemen by the trainmasters. The Railroad Company owe the colored passenger brakemen one year's back time and won't pay them. Every employe on the system has received an increase in pay except the colored passenger brakemen. The officials say there is no increase for the colored brakemen. The Southern Railroad Company pay the colored passenger brakemen only a porter's pay, and tell the brakemen that they do not get any raise. The colored brakemen are afraid to say anything about it or report it to the Government. The white trainmen have the colored brakeman scared, telling them that if the colored brakemen get brakemen's pay the white trainmen will get their jobs away from them for which cause the colored men will not report the condition down here in the South, and none of them have received any increase in wages.

The Southern Railroad Company owes me back time for one year from June 1st 1918 to June 9th 1919, and the Company won't pay me and will pay none of the remaining colored passenger brakemen. They are paying the colored firemen and the white firemen the same rate of pay the colored freight brakemen and the whitebrakemen received the same.

The switchmen received the same, but the Southern Railroad Company will not pay the colored passenger brakemen the same that they pay the white flagmen. Just think about it: Two men working on the same job doing the same work, and one man receiving more pay than the other, when the United States Railroad Administration said there would be no discrimination in the pay. General Order #27 reads "Where the services are the same, the pay shall be the same". Supplement #12 to General Order #27, verse 2, reads as follows: "Where white brakemen are not employed, the compensation and overtime rules for colored brakemen shall be the same for both passenger and freight service".

As for the same position on the minimum paid contiguous roads, the Southern railroad officials have failed to obey the orders of the United States Railroad Administration, and have disregarded the Director General's orders. They have no excuse at all, to make. They could have paid the colored passenger brakemen when they paid the other trainmen. The Government has appropriated the money to pay these men and they ought to have it. It is nothing but right that they should have it. They have worked hard for it and earned it honestly. They need it to live on and take care of their family

The Lord told man in the sweat of thy face they shall eat bread till thou return into the ground. Othink about the poor colored passenger brakemen, who have sweated and worked hard for the bread and now they cannot get their pay.

We shall be very glad to have you take this matter up at your very earliest convenience and adjustment.

Very truly yours,

(signed) T. A. Keith.

June 24, 1919

For the Director General:

Since sending you my memorandum of June 21st to which is attached communication of T. A. Keith, all with regard to what appears to be the fact, that Supplement No.12 to General Order No.27 is not being applied on the Southwestern Railroads, I have taken this matter up with Mr. Franklin, my Assistant, and find that he has voluminous files upon this same subject which he has handled and which I had not seen.

It appears now, after reading all of the files, that after the issuance of Supplement No.12, giving brakeman's pay to colored train porters when they perform brakemen's work, the matter was taken up by the Regional Directors with Mr. Tyler. I do not know what was said to the Regional Directors but for several months after the issuance of Supplement No.12 it seemed that on some roads the Supplement was applied and on other roads it was not applied. I understand that the Southwestern Railroads in some instances do apply the order. In any event I find a copy of a letter addressed to the Regional Directors by Mr. Tyler, a copy of which I attach hereto. My understanding of Mr. Tyler's memorandum is my understanding of Supplement No.12. I understand from Mr. Tyler's memorandum that there is nothing in Supplement No.12 that would curtail the duties of employees heretofore classified as train porters; that on the trains having white brakemen and white flagmen and in addition thereto a negro porter performing only porter's work he would receive only porter's pay, but if he was required by the road to perform any of the duties of a brakeman he should be paid brakeman's pay. In order to clearly cover the matter and avoid improper claims under this rule instructions defining the duties of those who are white brakemen or white flagmen should be issued, creating a clear understanding that the colored porter is not required to perform any of the duties of brakeman or flagman.

I have carefully read Mr. Tyler's instructions although I never saw them until today, and I have read Supplement No.12 and think Mr. Tyler's instructions are correct.

Form G-76.

2—8074

I find that in disputes which have arisen between the colored brakemen and the several railroads, all of which correspondence is in Mr. Franklin's hands, Mr. Winchell sent out instructions which, while not containing this same language, did contain the same thought, and says, "In order to clearly cover the matter and avoid improper claims under this rule, instructions limiting the duties of train porters on trains where white flagmen or white brakemen are employed should be issued so that it will be clearly understood that the colored porter is not required to perform any of the

duties of brakeman or flagman." He further states that, "The intent of this Supplement is to require the payment of brakemen's rate whenever the brakeman's duties are performed by the train porter. The Supplement plainly states that it shall not curtail the duties of employees heretofore classed as 'train porters'." In addition to this he says, "It has been understood in certain regions that on trains having white brakeman or white flagman and a negro porter, the porter should be paid only the porter's rate. This is proper providing the porter is not required to perform any of the duties of the brakeman."

I find however, that some of the Federal Managers, Mr. Delano, of the Atlantic Coast Line for instance, has quoted instructions received by him as follows:

"On trains on which there is a white brakeman or a white flagman, train porter will be paid only the porter's rates, provided he is not required by orders of the Management to perform any of the brakeman's duties.

"Where a colored train porter is required by orders of the Management to perform brakeman's duties, he is paid at brakeman's rate, even though there is a white brakeman or flagman on the same train.

"On trains where there is no white brakeman or flagman, and the colored porter is required to perform the duties of the brakeman, he will be paid the brakeman's rate."

After going all over this correspondence I reached the following conclusions. It appears from the instructions issued by Mr. Tyler and Mr. Winchell reference is made to trains having brakemen or flagmen on them while the officials are taking the position that if there is one brakeman or one flagman on a train Supplement No.12 will not apply and that the train porter will not be required to do any of the brakeman's duties.

It seems the Federal Managers of certain railroads have accepted Mr. Tyler's instructions to mean that in order to avoid the application of Supplement No.12 to General Order No.27, all that is necessary is to assume that a train porter is not required to perform any of the brakeman's duties. If this is their position I feel that it is not only unfair to train porters but an unsafe operation of a passenger train. Any passenger train, so far as I know, operated on any railroad regularly handling railroad business, requires more than one brakeman or one flagman. I have heard of exceptions to the rule but they are indeed exceptions.

The information that reaches this office that train porters who were not being specifically ordered to continue their past duties know that they will be dismissed from the service if they do not attend to these duties as they have been required to do during their many years of railreading. If a passenger train was operated with

Form G-76. 2—8074

a train porter doing nothing else than a train porter's work the conductor would have to do flagging, throw switches, etc., while the flagman or brakeman was on the rear end of the train.

This situation is becoming more embarassing every day. Mr. Lyons, as attorney for the negro porters, on the Atlantic Coast Line, was in the office today and insists there must be a deliberate intent to prevent the application of Supplement No.12.

It was only today that Congressman Bee of Texas called and took this matter up with Mr. Franklin, and I feel that unless something is done to either abrogate Supplement No.12, issue a regular interpretation as to its meaning in the form of an interpretation signed by the Director General, or else secure its reenforcement, this matter will be discussed in Congress.

Since this matter has become so acute, I have been very desirous of taking it up with Mr. Tyler but he is now out of town on business and I feel something should be done as soon as possible.

W. S. Carter

EXTRA COPY

Form G-76. 2—8874

Form G-18

FILE NO.

UNITED STATES RAILROAD ADMINISTRATION

DIRECTOR GENERAL OF RAILROADS

SUBJECT:

June 24,1919

PERSONAL

MEMORANDUM For Mr. Tyler:

I am herewith attaching copies of two memorandums I have sent the Director General with reference to the application of Supplement No.12.

In my opinion the best way to handle this matter is to request the Director General to issue an interpretation in the usual form, clearly specifying how Supplement No.12 should be applied.

My understanding of your letter of instructions of April 7th to the Regional Directors (which I never saw until today) is entirely in accord with yours. If there are two brakemen (or one flagman or one brakeman)on a train there is no use asking a colored porter to do trainman's work and Supplement No.12 will not be applied.

The case has been presented here through a number of months and now being pressed by Attorney Lyons and Congressman Bee of Texas, indicates that colored train porters are seeking moral (if not political)support outside of railroad circles and I am quite certain they will be able to prove in the vast majority of instances that these train porters are doing actually the class of work described in Supplement No.12 and would be dismissed if they did not do this work, and the train could not be properly operated without their performing these duties, for I feel sure it would be unsafe to operate a passenger train with only one flagman and no brakeman.

W. S. Carter.

WSC

1-McC-AR

Form G-18 FILE NO.

UNITED STATES RAILROAD ADMINISTRATION

W[redacted]D, DIRECTOR GENERAL

SUBJECT:

June 26th, 1919.

PERSONAL.

MEMORANDUM FOR MR. W. S. CARTER:

I am returning herewith your personal memorandum of the 24th, with copies of your two memorandums to the Director General under date of June 21st and 24th, in regard to the handling of colored train porters on lines of the Southeastern and Southwestern Railroads.

I can think of no reason whatever why we should bother the Director General with such unimportant details of operation as this. There can be no possible misunderstanding of the application of Supplement 12, therefore, the matter is purely an operating one and the rate of pay based entirely upon a matter of fact. My instructions to the Regional Directors are clear and plain and I believe that I can enforce my instructions without calling on the Director General for help. I also feel that in the circumstances I am entitled to have my attention called to ~~this~~ such a matter before having it put up to the Director General to handle for me. As the matter stands now, you and I are both in the position of having sent up a rocket and waiting for the stick to come down. I can't do anything about it because I don't know what the Director General has done. If there is any question of my personal ability to handle these operating matters, then I am perfectly willing that you shall handle them with the Director General, but I shall ask that in such circumstances you do not send me carbons of your memorandums to the Director General, because that simply further complicates and embarrasses my position.

I am prepared to handle this matter of colored porters properly and to a conclusion any time that my attention is called to an instance of where either Supplement 12 or my instructions are not obeyed.

W. T. TYLER.

WJ

E-38-11-a-?
Index & sup case

PERSONAL

June 28, 1919.

For Mr. Tyler:

Replying to your memorandum of the 26th, with regard to two memorandums sent to the Director General (Mr. Clagett), will say that the situation became so acute because of visits of Congressmen, (and an attorney employed by the colored porters), and it appeared that the matter was going to be given publicity either through some Congressman or through the press, because of your absence I thought the matter was of sufficient importance to call to the attention of the Director General.

Your office will tell you that for two or three days I was very anxious to get in communication with you over the telephone, and they gave me your address at two or three hotels in Atlantic City, but at none of these could I reach you by telephone. It was only then that I sent the memorandums to the Director General (Mr. Clagett).

After I received your memorandum I saw Mr. Clagett, and suggested that he send this direct to you, so that you could pass upon it, and without personal reference to the Director General. This, I understand, he did.

I fear that it is just such actions on the part of the Federal Managers, where they seem to utterly disregard the wishes of the Director of the Division of Operation, and of the Regional Directors, that will cause more or less of a "political sensation". I know that one of the parties is very anxious to "put the Administration in the hole", and secure votes at the next Presidential election. I fear that if it can be shown that simply because these colored porters are negroes, the local officials are determined that they shall not come under the provisions of wage orders and supplements, it will mean a political drive upon the Administration.

It might be of interest to you to learn that there is a feeling among the policemen that their supplement will never be applied as intended by the Director General. I understand that titles are being changed and many "employes" are being made "officials"; all for the sole purpose of avoiding the application of the order.

A considerable number of these specific complaints are now in Mr. Franklin's hands, and I will get him to take these matters up with Mr. Lake as soon as he returns.

I only refer to this latter matter to indicate that on account of the early return of the railroads to private control, there seems to be a purpose to avoid the application of wage supple-

COPY

Form G-77.

ments until they are returned, when, of course, they never would be applied.

W. S. Carter.

FILE

1-WBB

COPY

Form G-77.

2--8675

FILE

July 15, 1919

E-38-11-a-3

Mr. E. H. Coapman, F. M.,
Southern Railroad,
Washington, D.C.

Dear Sir:

I wish to call to your attention my letter of June 21, with regard to the case of T. A. Keith, colored passenger train porter on the Memphis Division of the Southern Railroad and having relation, as well, to the application of Supplement #12 on your line.

It is my understanding that within the last few days the Director of the Division of Operations has addressed a letter to Regional Director Winchell, calling his attention to alleged violations of Supplement #12 and emphasising that where train porters actually did the work of brakemen they were to receive brakemen's pay, this in spite of the fact that they may not have been instructed to do so by any higher officers of the railroad but may have received their instructions from conductors or brakemen.

I do not know that you have heard from Mr. Winchell with regard to this matter yet, but I have had a call today from Mr. Keith, and am writing to ascertain just what the status of his case is and what your understanding is with regard to the application of Supplement #12.

Very truly yours,

J. A. Franklin

COPY

Form G-77

2—8675

7-nwa

copy to B. L. Winchell, Regional Director

July 23 1919

410 G St NW

Wash DC

Mr Carter dear sir I was up to see you some time ago consuting supplement no 12 about our Pay you said you would let me hear from how things was. I would like very much to know whether

AUG 24 1919
PRESIDENT OF LABOR

thing or letter or not.
which the Southern rail
way Co. has decided to
pay us or not Very much
oblige your friend
William C Turner
410 E St NW
Wash DC.
hopeing to hear from you
by return mail

E. 38-11-a

put in Keith file

July 30, 1919
E-38

FILE

Mr. Wm. C. Turner,
410 L. Street, N.W.,
Washington, D.C.

Dear Sir:

This will acknowledge your letter July 23rd in regard to application of Supplement No. 12 to your position.

Inasmuch as I explained this to you in my office recently, I do not believe it necessary at this time to again give you the information.

Yours truly,

L.A. FRANKLIN

COPY

S-LFS

Form G-77

2—8575

E. 38-11-a

118

DIVISION OF LABOR.

Chattanooga Tenn. 26. - 19
354 East main St.

JUL 28 1919

washington

Mr. W. S. Carter Director of
Labor Dear Sir I Ta. Keith and
W H Bannaker. and W C. Turner Committee
of Passenger Brakemen was in Conference
with you on June th. 21. Concering Brakemen
Pay and Back Time from June th. 1. 1918
up to the Present and I havent herd from
you so I thought it was Best to write
you to Know of you when are the Southern
rail road Company going to Pay the Colord
Passenger Brakeman they Back time and
Put them on Brakeman Basis. Be cause
they Do Brakeman work. you Told me
when I was in washington June th 21. that it
would Be a bout 3. or 4 weeks Before I would
get a hereing from you so its near 5
weeks and I want to Know what is

going on. and I all so want to Know what
a bout my Case Being Suspended for not Doing
the fireman work I havent herd not a
word from it and I havent got my money.
Back that I Paid out for rail road fare
from Chattanooga to washington and return
round Trip $42.24 Dollars & twenty four. cents -
the Supt. of the memphis Divison havent
Put me Back to work and havent said nothing
a bout it Mr Carter I was Dicharged in
the wrong and I Know it. and I Know it
it a Law. in the U.S. for Dischargeing an Emplie
un lawfully. and if the Rail Road Company
~~Dont~~ fails to renstate me and Pay me my
Back Time and my rail road fare I Paid out
of my owen Pocket and Pay me my time Every
sence I have Been off I am going to Turn
my Case over in to The hands of the
Law. Because I have a signed up contract
form 6.07. of the Southern rail road Co.

and the Company have Done Brake they
Contract the Train master Tryed to force
me to Do work that the Southern Rail road
Comany. Book of General Rules dont require
me to do and the Contract form dont require
me to take water for the firemen and
Clean the Flagman lights and I know it
they have Treated me wrong and I know it
if I do have to go to law I am going to
Prefere a charge a gainst the Company on
3. Different counts. none Payment for service rendered.
Brach of Contract. and malicious Suspension
I Done my work and takeing Care of the
Company Propety and Passengers lives
a long a bout the 7 of may. I. Ta Keith are the
one. that Prevenited a head on Collition
Between no 24. and. Second no 35. at Hobgood
Ala. Station no. 402. A. I was on no 24. Conductor
in Charge of Train no 24 was Mr. R L P lemons
Engineer on Train no 24. Mr. R F. Wilson. Mr

Wilson received an order at Sheffield
ala to meet 2 second no 35 Engine 749 at
Hobgood Mr wilson Put his orders in
his Packet and bar got to tell his fireman
about the meeting order so he never did Blow
no station Blow and my Conductor had
told me to watch out for second no 35 and
Pull the meetin Point that was one Time I sure
was found watching after I seen the Engineer
was going By the station I stoped him
and Prevented the Collision second no 35
was a Troop Train of a bout 15 or 18 cars
over sea. Soldiers going west and the Equip
ment was mostly wooden cars and no 24
Train was steel cars in case if they had
of run to gather it would have Been some smash
up But I Being on the job and being a faithfull
Emplaie, and a qualified Brakeman I
Prevented this great abstruction so I
lies that I have Done my Bit, as a True

rail road man and the Train master
has no right to Discharge me and Treat me
like I was a dog I am a going to give the
rail road Company unil th 25. of August
to settle with me and if they dont I am going
to Put my cate in court and some Body will
tell me something then I have Done
deeds of valance and give satisfactory service
as a Brakeman and I will not stand
to Be mistreated so Mr Carter I
Trust and hope you will take this
matter up with Mr Hines and Mr
Coakman at once I Certainly wone Be glad
to here from you at an Early date
so I remain Yours

Sencerely
T A Keith
354. East Main st
Chattanooga, Tenn

July 31, 1919.

E-38-11-A-3

FILE

Mr. T. A. Keith,
Box 354 East Main St.,
Chattanooga, Tenn.

Dear Sir:

This will acknowledge receipt of your letter of the 26th ultimo, regarding back time, etc., which you claim to be due you from the Southern Railroad.

Please be advised I am again taking this matter up with the Federal Manager, and will advise you as soon as I have something definite from him.

Yours truly,

J. A. Franklin

7-20

COPY

Form G-77.

UNITED STATES RAILROAD ADMINISTRATION

DIRECTOR GENERAL OF RAILROADS

WASHINGTON

DIVISION OF LABOR
W. S. CARTER, DIRECTOR

J. A. FRANKLIN
G. W. W. HANGER
H. P. DAUGHERTY
ASSISTANT DIRECTORS

July 31, 1919.

In your reply refer to File

E-38-11-A-3

LABOR.

AUG 18 1919

In the Rep

Mr. E. H. Coapman,
Federal Manager,
~~Chattanooga, Tenn.~~

Dear Sir:

Please see my letter of July 15th. I am again in receipt of further information Mr. T. A. Keith that he has experienced no relief.

Will you please advise me what your contentions are in the matter?

Yours truly,

J. A. Franklin

7-ac

E-38-11-A-3

EXTRA

August 20, 1919.

Mr. E. H. Coapman, Federal Manager,
Southern Railway,
Southern Ry. Bldg.,
Washington, D.C.

Dear Sir:

Please see my letter of July 15. I am again in receipt of further information from Mr. T. A. Keith, that he has experienced no relief.

Will you please advise me what your contentions are in the matter?

Yours truly,

COPY

7-AC
CMB

File Copy

Form G-76. 2—6674

UNITED STATES RAILROAD ADMINISTRATION
W. G. McADOO, DIRECTOR GENERAL OF RAILROADS

SOUTHERN REGION

SOUTHERN RAILROAD LINES
AND ASSOCIATED RAILROADS

G. R. LOYALL,
ASSISTANT FEDERAL MANAGER.

WASHINGTON, D. C. September 22, 1919.

E-38-11-a-3

DIVISION OF LABOR.

SEP 24 1919

Mr. J. A. Franklin,
Asst. Director, Division of Labor,
Washington, D.C.

Dear sir:-

Your letter of the 20th ultimo in regard to complaint of T. A. Keith, formerly train porter, Memphis Division, Southern Railroad.

Our investigation of this case shows that Keith was not dismissed for failure to perform service not in line with his duties, but his failure and refusal to perform the ordinary services regularly required of train porters necessitated his dismissal.

Yours truly,

E. H. Chapman

Federal Manager.

B-39-11-A-3

FILE

September Twenty Fifth,
Nineteen Nineteen.

Mr. E. H. Coapman,
Federal Manager,
Southern Railroad Lines,
Washington, D. C.

Dear Sir:

This will acknowledge receipt of your letter of September 22nd, with reference to complaint of Mr. T. A. Keith, former train porter on the Memphis Division of the Southern Railroad, regarding his dismissal.

COPY

Your letter is exceedingly brief. I would refer you to Mr. Carter's communication to you of June 21st which covers the matter in detail, and I would ask that you give me a detailed account of the facts that your investigation brought forth, so that I may be able to take this matter up with Mr. Keith - not in a general way, but in a definite way.

Yours very truly,

J. A. FRANKLIN

7-as

Form G-77.

2—5675

United States rail road administration
Division of Labor Mr W. S. Carter,
washington D.C. Director

DIVISION OF LABOR

Chattanooga, Tenn 9-29-19
354 E. main st
E-38-97-A-3
Mr J G Franklin Kind
Sir I received your letter of July 31.
and I highly appreciate your kindness
and activity in this Paticular case
But I am sorry to say the Southern
Railway Co. havent settled with me
as yet it seems to Be a hitch some
Place I dont Know where so I have
wrote Mr. O. T. Cameron Division Supt
at Sheffield Ala asking him if the
federal manager had notified him

to Pay me and he havent never answerd my letter so I thought it Best to write You and Ask. you have the Company give you any information Concerning my money and if they havent I am going to take it to Court at once Because I know I was a government Emplore. and was in good standing and I was. Discharged wrongfully and I want my Brakeman Pay to sure you that I was Doing Brakeman work and Prove it to Be fact. the Southern Railways, on July th 26. stoped colored men. from Doing Brakemen Work on Passenger Trains and Compelled

3

the Flagman to Do the work
on the head End of Passenger Trains
so I want my pay for the Time I
Served as Brakeman so I would thank
you kindly to answer at once
so I will know what To Do Because
I am Tired of waiting on my money
I have worked hard and made it and
and I want it as high as things are in
this world now Mr Franklin it takes
money to live the colord man have to pay
as much for his Food as the (just
white man. I would thank you to look in
to this matter Please I Beg to remain
your Sencerely
(over)

J A Keith

E-38-11-A-3

FILE

October Third,
Nineteen Nineteen.

Mr. T. A. Keith,
354 East Main St.,
Chattanooga, Tenn.

Dear Sir:

This will acknowledge receipt of your letter of September 29th addressed to Mr. J. A. Franklin, with reference to back time which you claim to be due you from the Southern Railroad.

There seems to have been some misunderstanding in regard to instructions in connection with the application of Supplement No. 12 to General Order No. 27, and the matter is under investigation, and we hope that same will be brought to a satisfactory conclusion in the very near future.

COPY

Yours very truly,

H. P. Daugherty

Assistant Director.

ll-as

Form G-77.

2—8675

UNITED STATES RAILROAD ADMINISTRATION
W. G. McADOO, DIRECTOR GENERAL OF RAILROADS

SOUTHERN REGION

SOUTHERN RAILROAD LINES
AND ASSOCIATED RAILROADS

G. R. LOYALL,
ASSISTANT FEDERAL MANAGER.

WASHINGTON, D. C. October 3, 1919. c

DIVISION OF LABOR.

OCT 4 1919

Mr. J. A. Franklin,
Asst. Director, Division of Labor,
Washington, D.C.

Dear sir:-

Yours of September 25th, file E-38-11-A-3, complaint of T. A. Keith, former train porter on Memphis Division of the Southern Railroad.

In my letter of September 22nd, I did not go into details as to Keith's complaint, as outlined in Mr. Carter's letter of June 21st, for the reason that, as stated, he was not dismissed for failure to perform service not in line with his duties, but was dismissed for his failure and refusal to perform the ordinary services regularly required of train porters.

However, in order that you may have full information on the subject, I am attaching copies of letters from General Superintendent Stanfiel under dates August 22nd and September 18th, also copy of one from Train Masters L. Woodall and J. W. Payne under date of September 3rd.

Yours truly,

E. H. Chapman

Federal Manager.

COPY

Birmingham - August 22nd, 1919 bm.

29

Mr. Baker:-

Yours of August 7th enclosing copy of letter from Mr. Loyall, attaching copy of one from Mr. W. S. Carter in connection with dismissal of Colored Porter T. A. Keith, Memphis Division.

Superintendent Cameron has gone through his file and does not locate copy of instructions claimed to have been issued by Trainmaster requiring Train Porters to clean lamps for white members of the crew and take water for firemen, but it has been the practice for a number of years for some of the porters to take water for fireman where it is necessary for fireman to clean ash pans; some of the porters do not.

It has been the practice on the Memphis Division, as well as all other divisions, for years and years, for porters to assist in cleaning lamps. This arrangement when started was made between white members of the crew and porters and not on instructions issued by the railroad.

With reference to Trainmaster posting bulletin requiring porters on passenger trains to provide themselves with a uniform, it has been the practice on all divisions to issue bulletin calling attention of passenger trainmen to necessity of giving in their orders for Spring and Fall uniforms before date they are required to change.

Keith was not dismissed for failure to perform service not in line with his duties, but for failure to perform service regularly required of train porters.

In relieving men on passenger crews it is customary to make change at Sheffield on account of no extra board being maintained at Chattanooga and Memphis.

(Sgd) J. H. Stanfiel,

General Superintendent.

COPY

Sheffield, Ala., September 3, 1919.

File 21

Mr. O. K. Cameron,
Superintendent.

Dear sir:-

It has been the custom for several years for train porters to take water on engines at cinder cleaning points, while the fireman blows out the ash pan, but we have never issued any written instructions.

This matter has been called to their attention personally, but in a number of cases the porters did not take water and discipline has never been applied on this account. This did not have any bearing in the case of dismissal of T. A. Keith.

It has been customary for train porters to assist the flagmen in cleaning their lamps, but this matter has been handled entirely by them, as we have never issued any instructions and have not required them to do so.

Yours truly,

(sgd) L. Woodall,
J. W. Payne,

Train Masters.

COPY

Birmingham - September 18th, 1919 bm

Mr. Baker:-

Yours of August 25th, file 28135-18, in connection with dismissal of T. A. Keith, Colored Train Porter, Memphis Division.

I enclose herewith statement from present Train Masters reference to bulletin requiring porters to assist in taking water, which is self explanatory.

Former Train Master Ashley made verbal statement to Superintendent Cameron that there was such a bulletin issued several years ago, but as all copies had disappeared from Bulletin Boards it has not been the practice for a long time to enforce the order.

No orders have ever been issued requiring porters to clean lights for white train employes, and, as stated in my letter of August 22nd, it has been the practice on all divisions for porters to assist flagmen in taking care of lights.

(Sgd) J. H. Stanfiel,

General Superintendent.

(Memphis-Sheffield #24)

FILE

October eighth,
Nineteen Nineteen.

Mr. E. H. Coapman,
Federal Manager,
Southern Railroad,
Washington, D. C.

Dear Sir:

Referring to your letter of October 3rd addressed to Mr. J. A. Franklin, Assistant Director, relative to complaint of T. A. Keith, former train porter on the Memphis Division of the Southern Railroad.

I note in the second paragraph of your letter you state that Keith was not dismissed for failure to perform services not in line with his duties, but was dismissed for his failure to perform the ordinary services regularly required of train porters. Won't you kindly let us have all of the facts in connection with his failure to perform services in line with his duties as a porter which necessitated his dismissal from the service.

This case also involves a question of back pay, in regard to which I would also appreciate an expression from you.

COPY

Yours very truly,

H. P. Daugherty

Assistant Director.

Form G-77

3—8875

11-as

Chattanooga Tenn
11-19-1919
354 E. main St

DIVISION OF LABOR.
B
NOV 21 1919

Washington D C

Mr W S. Carter Kind Sir
I. Ta. Keith write You a few
lines for a bit of information
Concerning my Back Time and a
Settlement with The Southern Rail
Road. the Company havent settled with
me Yet and I would Like to Know the
Cause why they Dont settled up a nd
Pay me my money I have done Proved
that I done Brakeman work so I
want my money and this is my last
Time to ask and Beg for my money the
Southern Rail Road Co. have had a plenty
of Time to done Payed me off and I know it
they have had from June until november to
Pay me and they havent Paid me a cent so
Mr Carter. I would Be glad and thank you

to the highest I f. you could tell me when
is the Southern Rail Road Co. are a going to Pay
me and do they Entend to Pay me and if they
dont Entend to Pay me my money I will have
to take others Stepp. to get my pay and that
at once. I have done all I could Trying to
get my Pay for my work and wont no Body
Pay me. so I know its a law in thes
U S. States for working a man and
not Paying him, if I had or not done the
work I wouldent Be asking for pay for
Something I hadent Done. But I did the
work Satisfactory and now I want my
money to Prove to you that I was doing
Brakeman work on the 26. of July the Southern
rail Road Company Stoped the Porters from doing
Brakeman work and that is Plain Enough
Proof. that I was doing Brakeman work
and when the Company Done that they

violated Supplement No. 20. Issued By
Mr. Walker D. Hines April th. 22. 1919.
I would Be glad if you would take this
matter up at once and let me here from
you at an Ealy date Please Sir. Be
cause I want my money to live on I
have done worked and Earned it and its
nothing But right I should have it
I would thank you to let me Know
what Mr. E. H. Cooperman say a bout
Paying me let me know if he is going to Pay
me or if he is not a going to Pay me then
I will know Exactely what to Do
I have Done all I know how to do Trying
to get a fair settlement so if the
Company will not Pay me I will let
the Law bind the cause of him not Paying
me. so I will come to a close
hoping an Ealy reply
I remain your
Sencerely
T. A. Keith

354 E. main St
Chattanooga Tenn.

E-38-11-A-3

FILE

November Twentieth,
Nineteen Nineteen.

Mr. T. A. Keith,
354 East Main St.,
Chattanooga, Tenn.

Dear Sir:

Referring to your letter of the 14th inst. addressed to the Director General, which was referred to the Division of Labor -- relative to your claim against the Memphis Division of the Southern Railroad.

Please be advised that we have had this matter up with Federal Manager Coapman, and are today pressing him for reply to our communication, and as soon as we hear from him the matter will be taken up further.

Very truly yours,

H. P. Daugherty

Assistant Director.

11/as

COPY

Form G-77

2—8075

E-38-11-A-3

FILE

November Twentieth,
Nineteen Nineteen.

Mr. E. H. Coapman, Federal Manager,
Southern Railroad Lines,
Washington, D. C.

Dear Sir:

Please refer to my letter of October 8th, with reference to your letter of October 3rd addressed to Mr. J. A. Franklin, Assistant Director, relative to complaint of T. A. Keith, former train porter on the Memphis Division of the Southern Railroad.

To date I have not received your reply, and for ready reference am attaching a copy of this letter, and will appreciate an answer at your earliest convenience.

Yours very truly,

H. P. Daugherty

Assistant Director.

11/az

COPY

Form G-77

2—8675

E-38-11-012

24676

NOV 17 1919

Chattanooga Tenn 11.14-1919
354 East main st

Washington D.C.

DIVISION OF LABOR.

Mr Walker D. Hines Director
General of Rail Roads

NOV 17 1919

King Sir I. Ta. Keith
Passenger Brakeman on the memphis
Division of the Southern Rail Road in
Passenger Service 9. years with a Clear record
and. I was maliciously. Suspended for not
Doing the Firemen work taking water
at water Tanks so I formed a Comitte of 3.
and appeard Before the Labor Board on June
the. 21. and had a Conference with Mr W. S.
Carter Labor Director concerning my case
and also of puting supplement no 12. to General
order no. 27. the Southern Rail Road Company
owes. all of the Colord Trains Porters Back
time from June the 1. 1918.. up to this Date
and will not pay them we have gone satisfaction.

and Done the work O.K. but the Co.
will not Class the Porters as Brakemans
and give them Brakeman Pay Before the
Company would it they stoped the Porters
from doing Brakeman work anely in
Cases of Emergency then the Company wont
Pay them for that Mr Hines it is a Shame
the way the Southern rail road officials are
Treating the Train Porters Every Emplaree.
on the rail road have received a good liveing
wage. from the Grease wipers on to the
Section Labors Mr Hines I was in
washington on the 21. June and had to Pay
my fare from Chattanooga to washington
round $42.24 I want my fare Refunded
and my Back Time from June the first 1918
until I am reEntitated and Put Back on my
run Because I was Discharged for not
doing another Emplaree work which I dont
get anay Pay for. The Laws and rules of

the Southern rail road Comany dont
require one Emplaree to do another work and
get no Pay for it so I have Tryed Every way I
Coned to get a settement ~~at~~ with the Company
and havent reseived no answer yet I have
2. letters from the Labor Board But they
dident give me no Definite time when
the Company would Settle with me Mr Hines
in supplement no. 20. to General order no 27 Ju said
that the waged and working Conditions
that are Contained in Supplement No 12 govern
Emplayees bound in Such Position and no
Emplyee will Be removed from the Service
so I thought I would write to you let you
Know how we Porters are Being Treated
so you Coned investigated. this Case and
have the Company to the Porters they
money and Class them at Brakemen
Because it costes the Colard man as much
~~a~~ live as it do the white man I Trust and

4

Pray that you will gaive this case
some consideration the colord man done his
part well on the rail roads to help win the
war he stood by his government in every way
so Mr Hines I hope you will not forsaken
me now Mr Hines the first letter I received from
the labor Board was on July 31. file no.
E. 38. 11. a. 3 Second letter Oct. 3. - file no -
E. 38. 11. a. 3 now Mr Hines would you
be so kind to have Mr E H Coapman
to instruct Mr. O K Cameron Supt. of
the Memphis Divison to give me a settlement
and I will Thank you for your kindness
and the Lord will Bless you for your
good work so I will close hopeing
and early reply I remain
Yours Sencerely T. A. Keith
Colord. Passenger. Brakeman

E-38-11-A-3

FILE

November Twenty fourth,
Nineteen Nineteen.

Mr. T. A. Keith,
354 East Main St.,
Chattanooga, Tenn.

Dear Sir:

Referring to my letter of the 20th inst. relative to your claim against the Memphis Division of the Southern Railroad.

The Federal Manager has just advised that the investigation of your case brought out the fact that you were not dismissed on account of refusal to take water for the firemen. This had absolutely nothing to do with it. He states that the trainmaster dismissed you for refusing to assist in loading express at Roger Springs May 3rd, and also to assist in loading a piece of baggage at Moscow May 6th.

He also states that you were very insolent about your work, and it was necessary for your conductor to be continually after you about it, and your general unsatisfactory service was the cause of your dismissal.

Relative to your claim for back pay, I wish to inform you that the entire colored train porter situation is under consideration, and it has been laid before the Director General personally, and I hope that action will be taken on it in the very near future.

COPY

Form G-77. 2—8675

Yours very truly,

H. P. Daugherty

Assistant Director.

11/as

UNITED STATES RAILROAD ADMINISTRATION
W. G. McADOO, DIRECTOR GENERAL OF RAILROADS

SOUTHERN REGION

SOUTHERN RAILROAD LINES
AND ASSOCIATED RAILROADS

G. R. LOYALL,
ASSISTANT FEDERAL MANAGER.

WASHINGTON, D. C. November 21, 1919.

DIVISION OF LABOR.

E 38-11-a 3

Mr. H. P. Daugherty,
Asst. Director, Division of Labor,
Washington, D.C.

NOV 22 1919

Dear sir:-

Your letter of October 8th with further reference to complaint of T. A. Keith, former train porter on Memphis Division of Southern Railroad.

I am attaching hereto copies of letters from General Manager Baker, General Superintendent Stanfiel, Trainmaster Woodall and Conductor Plemmons, showing the cause of Keith's dismissal.

In connection with this man's claim for back pay, it is our contention that he was not required by orders of the Management to perform any of the duties of a brakeman and is not, therefore, entitled to the brakeman's rate.

Yours truly,

E A Chapman

Federal Manager.

C O P Y

Cincinnati, November 19, 1919.c

28135/18

Mr. Loyall -

Returning papers sent me with your letter 10th instant in regard to dismissal of Memphis Division train porter T. A. Keith. I also enclose you letter 17th instant from General Superintendent Stanfiel, letter 10th ultimo from Trainmaster Woodall, and letter of July 6th last, also note of 9th instant from Conductor R. L. Plemmons, for whom this negro porter worked.

H Baker,

General Manager.

COPY

Birmingham - November 17th, 1919 bm -

Mr. Baker:

Yours of October 17th, file 28135-18, and returning papers, in further connection with the dismissal of Colored Train Porter T. A. Keith, Memphis Division.

As directed, I enclose herewith statement from Trainmaster Woodall, who dismissed Keith, which shows conclusively that the dismissal of this man was warranted, and as further information I attach letter from Conductor R. L. Plemmons setting forth in detail the actions of Keith which led up to his dismissal.

In addition to the statements already furnished, every officer on the Memphis Division connected with the case feels that Keith's dismissal was entirely warranted and was for the good of the service, and all evidence we have been able to obtain indicates that this man entertained very radical views.

(Sgd) J. H. Stanfiel,

General Superintendent.

COPY

Sheffield, Ala., November 10th, 1919.

File 83

Mr. O. K. Cameron,
Superintendent.

Dear sir:-

Referring to the attached papers, your file 3130, with regard to dismissal of Train Porter T. A. Keith.

May 3rd Train Porter Keith refused to assist in loading express at Roger Springs. May 6th he refused to assist in loading one piece of baggage at Moscow.

Keith was very insolent about his work and it was necessary for Conductor to be continually after him about it, in fact, he had reached a point where he was worthless as a Train Porter. His general unsatisfactory service was the cause for his dismissal.

I understand that Keith is trying to make it appear that he was dismissed on account of refusing to take water for the firemen. This had absolutely nothing to do with his dismissal.

Yours truly,

(Sgd) L. Woodall,

Train Master.

C O P Y

Chattanooga, Tenn., November 9, 1919.

Mr. L. Woodall,
Train Master.

Dear sir:-

Yours attached. The dates Porter Keith refused to help load express at Roger Springs was May 3rd, 1919, and the date he refused to load piece of baggage at Moscow was May 6th.

Yours truly,

(Sgd) R. L. Plemmons,

Conductor.

COPY

Chattanooga, Tenn., July 6, 1919.

Mr. O. K. Cameron:

Complying with your request please note the following statement regarding T. A. Keith's services:

T. A. Keith's services have been very unsatisfactory for the reason that rules requiring grips and heavy packages to be kept out of aisles and racks in coaches were not carried out by him. I had to continually warn him to keep vestibule doors closed while train was in motion. On train #35 about May 1st he refused to load small piece of baggage at Moscow, because lady operator would not help him, same was to be carried less than twenty feet. After backing up to meet #12 agent brought baggage up full train length alone. About the same date he refused to help agents father at Roger Springs to load express, agent was sick. The above cases were reported to Train Master.

As for taking water for fireman he would take for colored fireman but not always for the white fireman. I called his attention to this matter and he stated that he would quit before he would take water for the fireman anymore. This has always been customary on the Memphis Division.

As for cleaning lamps for flagman, flagman always paid him for same. Keith said he hoped they would discharge him as he had a lawyer already employed to fight his case. He stated that he was going to sue the company for back pay covering his entire service with them.

On or about the 25th of April Conductor Hall's small train box was misplaced and Trainmaster Wilson told Flagman Beasley to tell Porter Keith to try to locate same in Chattanooga. Keith when asked to do this by Flagman Beasley said "Tell Mr. Wilson to go to h --" as he (Keith) would not do it. I did not learn this until after Keith's dismissal then I notified Superintendent Cameron that Keith could not work for me any more.

Keith stated to Flagman Beasley and Baggageman Campbell that porters were going to quit handling baggage and express and have the company to furnish station porters to do this work.

In my estimation Keith's services as a porter are very unsatisfactory.

(Sgd) R. L. Plemmons,

Conductor.

E-38-11-A-3

FILE

November Twenty fourth,
Nineteen Nineteen.

Mr. E. H. Coapman, Federal Manager,
Southern Railroad Lines,
Washington, D. C.

Dear Sir:

I wish to acknowledge receipt of, and thank you for, your letter of the 21st inst., replying to mine of October 8th, with reference to complaint of T. A. Keith, former train porter on the Memphis Division of the Southern Railroad; and attaching copies of letters from General Manager Baker, General Superintendent Stanfiel, Trainmaster Woodall and Conductor Plemmons, showing the cause of Keith's dismissal.

Yours very truly,

H. P. Daugherty

Assistant Director.

11/ag

COPY

Form G-77.

2—8675

the Terminal Train master was cut out
and Mr. A. H. wilson was assigned Back to a
run on local freight Between Corinth Miss
and memphis Tenn Mr. M. A. Payne was
appointed Train master on the west End and
Mr L. woodall was appointed Train master
on the East End. So the Train Porters Decided
that they would ask a favor of the Train
masters Mr Payne and Mr. woodall So I was
Spokesman for the Porters I seen the Train master
and had a talk with them and Explained the
Case to them I seen Mr Payne first and told
him about how some of the firemans would
do if they dident have to clean they fire the
fireman would wait for the Porter to come and
take water for him just as if the Porter was
getting Pay for doing the fireman work and
when the fireman is getting a salry of $200
two hundred Dollars Per mounth and the
Porter only getting $75. So Mr Payne told me

just help the firemen out in case of Emergency. other wise. let the firemen do they own work. then I went to Mr. woodall and asked him about the matter and he said that he couldent make any changes that Mr O.K. Cameron the Supt. wanted have to do that so the Porters had a nice letter wrote on a type Explaining the hard tasks that was imposed on the porters and the high Cost of liveing and asked him to relieve us of the Duities of Takeing water for firemen and Cleaning lights for the flagmen. Porters are required to clean the flagmans lights and he stands round and do nothing so after we had the letter writen then all of the Train Porters sign it Put they Signature on it then on Sat the 5. a Committe of 2. Ta Keith and Price goodloe. Carried this Grievance letter to Mr O.K. Cameron Personally. and he read it and asked us some questions Concerning Condition and we Explained Every thing to him nicely and he told us that he was a going to look

and Mr M.A. Payne. was Train master on
the East End. with jurisdiction Between
Sheffield Ala. and Chattanooga Tenn -
and Mr J. woodall. was Terminal Train
master at Sheffield Ala. a long in the Early
Part of the Spring. when this little incident
accurred about the Baggage and Peice of Express
Mr A. Hwilson Train master on the west End
I met him a few days later and he asked me
about the matter and I explained it to him so
he Caution me to Be carefull and Keep down
Complaints and I told him I waned So that
settled that Case right there and I herd no
more from it untill I see it here in this
Statement of Mr. Coapman.. now. listen
Mr wilson was a freight Conductor
Serveing as Train master on account of
heavy Buisness on the Division But a long up
in the Spring Buisness fell off.
and there was some official Changes made

in to the mattar and in vestigate the Case that
he thought he Coued do us some good
so that was the last of that he dident take
this work off of us so now you see
Mr Hines that the Porters had this case
Concerning takeing water Be fore all of
the officials on the memphis Divison and
then dident get justice we went to them in
a nice arderly way and Explained Every thing
nicely to them so that was all we Coued do
so after june the 1- the Porters dident get
aney raise in wages and dident get aney Back
time and Every Body Els time come all right
and we dident get not a cent no way and
havent got aney thing so we ask the officy
about the Porters increase and Back time and
the offical said it wasent nothing for the
Porters and they dident class the Porters at
Passengner Brakemen so I just Become
Dishearten to think about me doing
Brakemen work and doing a Part of the
firemans work and Part of the

E 38116-3 1272 14 Nm

Chattanooga Tenn 11-28-19

DIVISION OF LABOR.

354 E main St

Washington D.C

DEC 5 1919

Mr walker. D. Hines

Kind Sir I just resewed a letter from the Labor Board with a Statement from Mr. E. H Coapman and the statement of the officials on the Memphis Division it not True and I want to call. Your attention to the fact if I was Dismissed for said cause why dident The Train master Dismiss me from the Service on may th 6. what would he want to wait until june th 9 for when he had on hand Extra Porters he could have filled my Place with. now understand at the time this accourd about not assisting in handling this Peace of Baggage and Express. Mr. A. H. willson was Train master on the west End of the memphis Divison with jurisdiction Between Sheffield Ala. and Memphis Tenn.

flagman work and not getting no
Pay for it so on June the 6. I stoped
taking water for the firemans &
would tell all the Engineers to tell they
fireman that he would have to take his
own water & was not a going to climb
upon thats Greasey Engines no more-
and not get aney Pay for it so Friday Evening
(June th 6. while in route to Chattanooga on Train
no 24. Mr. R L. Plemons my Conductor
& was runing with at the Time called me
to him on the Between train Paint Rock, ala,
and woodville. Ala, and ask me if I had
notified Mr cameron, that I was a going to
stop taking water for firemen and I told
him I had not but I had talk with Mr cameron
about the matter and that all of the Porters
had made a Grievance letter and carried it to
Mr cameron and he wouldent take the work
off of us so I told him I would do my own work as
I had always Done But I would not do the fire
mens work aney longer, so going west on no

35. on Sunday June the 8. when Train no 35-
arrived Sheffield alg. at. 1250. P M. Mr
Plemons meets Mr J. woodall. Train master on
the East End and told him about me not takeing
water so when I come Back trough Sheffield
on monday June the 9. I was called to the Chief
Dispatcher office: Mr J. Eris. the Chief Dispatcher
told me that Mr J. woodall had left a message
there with him to take me out of Service.
and I ask him what was the charge and
he said for unsatisfactory Service so
you can Clearely see that I wat D icharged
for not takeing water. So Mr. Hines is a True
Statement here of my case. I am a Christian
and gospel minster I have Been a church
member 24. years and I Know that I
have got to stand Before God. and give in
account in judgement for Every thing I
say and do in this world and I bear the
lord I wouldent just write you a false

Statement just to Be writeing I just
wanted to sure you how the officals acted
about my case, now about the investigation
you know your self, Mr Hines to get the
real Truth and have a through investigation all
Parties Corncerned in the Case must Be Present
at the investigation inorder to get a True
Statement and find the Cause and who it to Blame
now this is the Truth I havent spoke to none
of the officals Sence I have Been Discharged
and they havent Called on me for Know Statement
they just fixed up the kind of a Statement they
wanted to fix and sent Mr Coapman and a
nother thing I would like to Call your attention
to why did it take Mr Coapman from June to
november to give the Labor Board a Statement
Concerning my Case and then wouldent do it not
untic I wrote you Concerning the Case that
Proof Enough to show you that some of the
officals are wrong some where. Mr Hines
A. bout me Being insolent a bout my
work that not True. Because you know
your self if I hadent Give satisfaction

I wouedent have worked 8 ½ years.
and never was called to the office untill June
the 9. about not takeing for firemen
I had a clear record never was Demerited
never was layed off for nothing I saved
Mr Plemons job a long a bout the 10 of
May an no 24 one day this dont look like
I was insolent Mr Plemons woued Trust
me to ride the rear End of thes Passenger
Trains and Back the Train under the Shed
at Chattanooga and at Memphis to I
have never seen nu ather Conductor
Trusting a Parter that for on the memphis
Division and I also had to look out for Train
orders and Clearance Cards and Pull the flag
stops and meeting Points of approsing Trains
Mr Plemons woued Trust me to look after
Paticular matters where he wouedent Trust
the flagman Because I was an Experience
freight and Passanger Brakeman and

the Flagman dident have aney freight
Experience so you can see from that how
things wat. now about me Preventing
this Collision at Hobgood Ala.
mile Post. 401-8 - Mr Plemons wat on
no 24 going East and he got orders at Sheffield
to meet 2 second no 35. at hobgood so he
told me to watch out for no 35 and Pull
the meeting Point so when we gets to Hobgood
& the Engineer failed to Blow the station
Blow. so I seen he was in creasing speed
and was Passing the station so I Pulled
the signal Cord and stoped the Train after
he had Passed the switch so the fireman had
to go as fast as he coued run and flag 2
no 35 while I Backed my Train dow
the main Track and clapen the switch
and let this west Bound Train in on the
sideing and Prevented a Big head on Collision
I am the man that stoped the Train this deed
seem at if I must have Been a faithfull Employee
the Conductor dident know what had happen

until it was all over with he was Back
in the Train. Taken up Later after I told him
he was glad to know I was a man on my
job and saved his job now no. 24 was a steel
car Train and 2. second no 35 was mostly a wooden
car Train of over seas Troops. going out
west in case the Train had a meet head
on it would have Been some Bad collision
it would have happen right on a curve so
Mr Hiner I feel that I did a great deal
for the goverment and for the Rail Road Co.
to. so it seems strange to me for the
officials to try to make up something Bad
on me to keep me from paying me But they
never tell the good things that I have done
I would Be glad to come to washington
and just tell you Personaly how
things are done and kept under the cover
so her is the names of the

men that was on the crew the day I
prevented the collision. Mr R.J. wilson
Engineer / Mr Robert Crawford Fireman /
Mr R.L. Plemons conductor / Mr Wm campbell.
Baggage master / Mr R H Beasley Flagman -/
now Mr Hines if you Doubt this statement
here I have writen down, you just have
all of us to come to washington and I
will repeat thes same words in your
presents now I think the Southern
rail Road Co aught to reinstate me and
pay me for every day I have been off
and pay me my Back time from June
1. 1916. up till the present and I think the
war. Department aught to give me a
honor metal. for Bravery and Alertness.
in protecting the lines of U.S. Troops
after landing Back on american soil I would
I would be glad and thank you to if you would
Be so kind to look in to this matter. now
here is a recomendation from the Chattanooga
Plow Co. I have just been working for said

Company only 5 months the 23. of nov
I was in washington on June 21 and a
Committee of 3. composed of T. a Keith and
M. H. Bannaker. and M. b. Turner.
went Before the Labor Board and reported
the fact that supplement no 12 hadent never
Been in force. and we asked Mr Carter
to have supplement no 12 Put in force and
he said he would take the matter up
with you so later on instead of the —
Southern Road Puting supplement no 12
in force on July th 26. The memphis
Diviton stoped Porters from doing Brake
man work and then wouldent Pay the
Porters for the work they done Mr. Hines
I Know and are the Director General and
Know you approves of the Rules and
laws the wage Board made and where the
same service is rendered the Pay shall
Be the same By what you said in supplement
no 20 to General order no 27 interpretation
of all wage orders. (please) compel the Southern

rail Road Co to Pay me my money I need it
to live on I have done worked hard for it and
I want my money. you wouldent feel good
and feel Happy in your heart after you
done worked hard and honest for your
Bread then the Company would pay you
for your work why its enough to make a
Person heart sick to think about 2 men
doing the same kind of work and one man
getting his money and the other not getting
his. so I would Be so glad if you would
have the Company to Pay me and the Lord
would Bless you for doing so. he approves
of righteousness its nothing But right The
Train Porters should have they money &
Trust and Pray that you will have the
Company to Pay me my money hoping
an answer from you I remain
Your Sincerely T. A. Keith
Train Porter

127214

CHATTANOOGA PLOW COMPANY

CHILLED AND STEEL PLOWS, SULKY PLOWS,
DISC PLOWS, PLOW REPAIRS,
CANE MILLS, EVAPORATORS, FURNACES &c.

NEWELL SANDERS, PRESIDENT
JUDSON BUCHANAN, VICE-PREST. & MANAGER
CHAS. E. LANDIS, SEC'Y & TREASURER.

CABLE ADDRESS
"PLOW"
USE A.B.C. 4TH & 5TH EDITIONS
AND WESTERN UNION CODE.

ADDRESS ALL COMMUNICATIONS TO
THE COMPANY. NONE TO INDIVIDUALS.

CHATTANOOGA, TENN., U.S.A. Dec 2nd 1919.

TO WHOM IT MAY CONCERN,

This is to certify that T,A,Keith has been working for the Chattanooga Plow Co since June 23rd 1919 as a moulder and has made a good record as a workman and has been regular at his work.

C B Morehouse

DEC 4 1919

This is the letter received from the Labor Board

UNITED STATES RAILROAD ADMINISTRATION

DIRECTOR GENERAL OF RAILROADS

WASHINGTON

DIVISION OF LABOR
W. S. CARTER, DIRECTOR

J. A. FRANKLIN
G. W. W. HANGER
H. P. DAUGHERTY
ASSISTANT DIRECTORS

In your reply refer to File

E-38-11-A-3

November Twenty fourth,
Nineteen Nineteen.

Mr. T. A. Keith,
354 East Main St.,
Chattanooga, Tenn.

Dear Sir:

Referring to my letter of the 20th inst. relative to your claim against the Memphis Division of the Southern Railroad.

The Federal Manager has just advised that the investigation of your case brought out the fact that you were not dismissed on account of refusal to take water for the firemen. This had absolutely nothing to do with it. He states that the trainmaster dismissed you for refusing to assist in loading express at Roger Springs May 3rd, and also to assist in loading a piece of baggage at Moscow May 6th.

He also states that you were very insolent about your work, and it was necessary for your conductor to be continually after you about it, and your general unsatisfactory service was the cause of your dismissal.

Relative to your claim for back pay, I wish to inform you that the entire colored train porter situation is under consideration, and it has been laid before the Director General personally, and I hope that action will be taken on it in the very near future.

Yours very truly,

H. P. Daugherty
Assistant Director.

11/az

E-58-11-A-5

December 9, 1919.

Mr. T. A. Keith,
354 East Main St.,
Chattanooga, Tenn.

Dear Sir:

Referring to your letter of November 28th addressed to the Director General, which was referred to the Division of Labor, enclosing statement of C. B. Moneehouse of the Chattanooga Plow Company dated December 2nd, also my letter to you dated November 24th - relative to your claim against the Memphis Division of the Southern Railroad.

There is nothing further that we can add to our letter of November 24th, except that the information furnished us shows conclusively that you were not discharged because of your refusal to take water for the fireman, but that your services were unsatisfactory. In other words, you were not discharged because you did not perform duties not required of you, but on account of the unsatisfactory performance of duties that properly applied to you as train porter, and indifference in carrying out the instructions of the conductor.

Relative to your claim for back pay, as stated in my previous letter, the entire colored train porter question is under consideration by the Director General, and if he finally disposes of it favorably, all those entitled to back pay will receive same.

Very truly yours,

H. P. Daugherty

Assistant Director.

11/as

137325
CB

Chattanooga Tenn
354 E main st
Feb 12 1920

DIVISION OF LABOR.
FEB 16 1920

Washington D C.
Mr Walker D. Hines
FEB 17 1920
Director General of Raile Roads
Dear Sir it afford me much
Pleasure in writeing you a few lines
I am well and hope This letter
will find you well and Enjoying
Good Health.. Mr Hines Referring
to. File. no. E. 38. 11-a-3. Ta. Keith case
I wish to tell you that I havent receiv
ed. any Back Time. and Southern RR.
officials havent reinstated me and
havent Paid me not one cent of my Back
Time I made. from June 1. 1918. up to
June the 9. 1919. so as I understand
the rail roads are going Back to Private

owners march the 1. I thought
I would write to you and find out something
about my case and when I am to get my
money I worked honest and hard for it
as any other Brakeman and I feel that
I aught to have it in accordance with
Suppliment no 12. to General ~~ad~~ order
no 27. I was Discharged wrongfully and
a false statement was sent to the Federal
manager. the 3. men that was in the Plot
of haveing me Discharged they all 3 have
had Bad Luck the Flagman was Discharged
from the Ga. RR. in nov. 1919 for gambling
on Train while on Duty the Conductor
taken sick and had Be taken off of Train
The Train master that Discharged
me for not takeing water for firemen
Got shot last week in the office By a
white Brakeman so all of them Treated
me wrong with out a cause and

and the Lord. just let them reap
what they Sowed. a. man can. Bring Sorrow
and Trouble on a man But that same
Trouble will Come Back to him
The Bible. Teaches us to do un to others
as we would have them Do unto us.
So my matto. is to Do right and Treat
Every Body right if Every Body would
Do right. it would Be Better Conditions
in the world to day so Mr Hines I
would Be glad if you would take my
case up with the Southern RR memphis
Division and have them to Pay me my
Back Time from June the 1. 1918. up to
June the 9. 1919. if you Please and. would
highly appreciate your Kindness
Please let me here from you
soon I remain Yours
Sincerely

T a Keith

E-38-11-A-5

February 20, 1920.

Mr. T. A. Keith,
Box 354 East Main St.,
Chattanooga, Tenn.

Dear Sir:

Referring to your letter of February 12th addressed to the Director General, which was referred to the Division of Labor, relative to back time claimed to be due you from the Southern Railroad, June 1, 1918 to June 9, 1919.

The entire question of back pay for colored train porters throughout the country under Supplement No. 12 was investigated and placed before the Director General and we understand that instructions have been issued to the Regional Directors that where porters performed the duties as outlined under Supplement No. 12 they were to be paid accordingly. However, in order to receive the brakeman's rate of pay it will be necessary for the porter to establish his right to it, and in this connection, if you still feel that you are entitled to that rate, I would suggest that it might be well for you to procure signed statements, if possible, from some reliable person or persons who have a knowledge of same to the effect that you have been performing the duties as outlined in Supplement No. 12.

Very truly yours,

H. P. Daugherty

Assistant Director.

11/as

[redacted]

[redacted] colored union portend that they are being relieved [redacted] of employment and thereby forfeiting wages under [redacted] Special [redacted]

[redacted]

[redacted]

[

August 21, 1919

For Mr. [illegible]:

With regard to the application of Supplement No.12 to General Order No.27 I understand that you are receiving an apparently large number of letters from colored train porters complaining that they have been relieved of Brakeman's duties on brakeman and thereby avoiding the application of Supplement No.12 so far as wages are concerned.

I understand that there is no record in the file of that one item concerning this feature of the situation by Mr. Tyler when I recently called his attention to same. Please take up with Mr. Boyer for verification.

My recollection of the matter is as follows:

Some time ago I took this matter up with Mr.Tyler and called his attention to what appeared to be a fact that on certain Southeastern railroads, in order to avoid the payment of brakeman's wages to colored passenger train porters, in accordance with Supplement No.12, and called his attention to what would be the outcome of such a practice. I expressed the opinion that if the Federal Managers in the Southeast, in carrying out their purpose, should thus relieve colored passenger train porters of all responsibilities as brakemen, it would leave but one brakeman on the train, who called a flagman, with the result that I felt sure in the immediate future there would be complaints against what would be alleged unsafe operation of passenger trains and suggested that it might result in demand for another white brakeman on these passenger trains which would make three men instead of two as has been the practice in the past. I suggested it would be much cheaper to permit these colored passenger train porters to continue in their past capacity.

It is my recollection that Mr. Tyler agreed to this proposition and issued instructions to Regional Directors in accordance therewith. Inasmuch as there is no record of this communication in our file I would suggest that you go to Mr. Tyler's office and ascertain from Mr. Boyer that the records of Mr. Tyler are and if there is no record there, to secure a conference with Mr. Tyler and show him this memorandum so that the matter may be definitely decided and then be able to answer the many letters now being received from colored passenger train porters.

[illegible]

[illegible]

Form G-77

[redacted]

N.L. JOHNSON

GEORGE H. LEE

CHESAPEAKE & OHIO R.R.

FF No. 6-58-11-0-5

SUBJECT: Complaint from the Baggage Freight Handlers, and Train Porters' Union concerning the application of Supplement No. 12 to train porters, with claim that the porters come under its provisions since they do that work.

Volume No. _____

From _____

To _____

CHESAPEAKE AND OHIO RAILROAD
ASHLAND COAL AND IRON RAILROAD
SANDY VALLEY AND ELKHORN RAILROAD
LONG FORK RAILROAD

DIVISION OF LABOR
JUN 19 1919

June 14th, 1919

E 38

Mr. W. S. Carter
Director of Division of Labor
Washington D.C.

Dear Sir:-

We are comunicating with you ~~again~~ in regards to wages paid us as train porters on the C.&. O. R.R. There have been basic prices fixed for Pullman and parlor car porters, but for all the train porters on the C.&.O. Lines who perform this same work as the rear brakman and more, for after handling the baggage and keeping the trains clean we have to perform all the brakeman's work, for he has to do the rear flaging.

We are not at all objecting to the work, but we are contending that we ought to have equal pay according to the work we are doing. Now we are only being paid $60.oo per.month, and no overtime. We have taken this matter up with the Officials of the Company, they promised us more but we have never got any increase.

We wish also to call your attention to the fact, that all the other Roads are paying the train porters that have to do the same work as the rear brakeman the same wages. Therefore as there is no mention of train porters in supplement (7) nor (8) of general order # 27. The C.&.O. operating officials take advantage of it and are holding back our increase together with our back pay.

Therefore as Director of Division of Labor, we are appealing to you to give this matter as early as possible your kind consideration and attention, that through you these conditions might be satisfactorily adjusted to all concerned. Therefore thanking you in advance for the courtesy of an early and faverable reply, we beg to remain as ever yours.

Very truly.

Geo H. Lee
Train porter
~~C.&.O. Baggage Room~~
Huntington W.Va.

729-8th ave
Sec Baggage & Porters
Union. No. 16385.
Huntington, W. Va

Index & copy

Aug. 23, 1919.

8/23/19

Mr. George W. Stevens.

E-32-11-A.

Mr. George W. Stevens, Federal Manager,
Chesapeake and Ohio Railroad,
Richmond, Va.

Dear Sir:

Messrs. N. L. Johnson and George H. Lee, president and Secretary of the C. & O. local lodge of the Baggage, Freight Handlers and Train Porters' Union, called at my office yesterday relative to the application of Supplement No. 12 of General Order No. 27, to train porters; and they stated that while it is generally understood that train porters are not required to do any of the work specified in Supplement No. 12, paragraph I:

(a) Inspect cars and test signal and brake apparatus for the safety of train movement.
(b) Use hand and lamp signals for the protection and movement of trains.
(c) Open and close switches.
(d) Couple and uncouple cars and engines and the hose and chain attachments thereof.
(e) Compare watches when required by rules.

nevertheless, they are required and do perform all of these duties by orders of train-masters and conductors, and that if they did not do the work they would be dismissed for insubordination.

They also claim that General Order No. 27, is not properly applied to train porters on the C. & O. That in December, 1915, train porters received $40. and $42.50 per month but in applying General Order No. 27, they were all considered as receiving $60. per month and were increased $20. per month, making their salary $80. per month, resulting in the differential being eliminated.

The train porters are not objecting to the work they are required to perform but contend that they should have equal pay in accordance with Supplement No. 12, if they are required to do so.

Form G-77

3—8875

FILE COPY

Mr. George W. Stevens.

Will you kindly make investigation and let me have benefit of same?

Yours very truly.

H. P. Daugherty

Assistant Director.

11-RB

FILE COPY

Form G-77

2—8675

FILE

E-38-11-A

Aug. 27, 1919.

Mr. George H. Lee,
729 - 8th Ave.,
Huntington, W. Va.

Dear Sir:

This will acknowledge receipt of your letter of August 22nd, addressed to the Director General, and referred to this Division for reply, with reference to rate of pay train porters are receiving, and their desire for an increase.

I would suggest that you take this matter up with the Board of Railroad Wages and Working Conditions, Southern Railroad Bldg., this city, which body is charged with the formulation of recommendations to the Director General, on which wage orders are based.

Yours truly,

J. A. Franklin

COPY

Form G-77

2—8675

7-RMB

letter returned by to Board of Wages & Working Conditions

GEO. W. STEVENS
FEDERAL MANAGER
G. B. WALL
ASSISTANT TO FEDERAL MANAGER

ASHLAND COAL AND IRON RAILROAD
SANDY VALLEY AND ELKHORN RAILROAD
LONG FORK RAILROAD

RICHMOND, VIRGINIA September 25th, 1919.

E-38-11-A-5

Mr H P Daugherty,

Asst Director, Division of Labor,

U S RR Administration, Washington, D. C.

Dear Sir:

Referring to your letter of August 23rd, file E-38-11-A; relative to the application of Supplement 12 to General Order No 27 to train porters. Please note the attached letter from General Manager J B Parrish, dated September 21st, showing the result of his investigation of this matter.

Yours very truly,

Geo. W. Stevens
Federal Manager

CHESAPEAKE AND OHIO RAILROAD
CHESAPEAKE AND OHIO RAILROAD OF INDIANA
ASHLAND COAL AND IRON RAILROAD
SANDY VALLEY AND ELKHORN RAILROAD
LONG FORK RAILROAD

FILE

Richmond, Va., Sept. 21, 1919. cr

File 108-6

Mr. Geo. W. Stevens,
Federal Manager.

Dear Sir:

- Application of Supplement 12, to General Order No. 27 - Train Porters.

Your letter August 25th, enclosing letter from Assistant Director Daugherty, relative to complaint of Messrs. N. L. Johnson, Geo. H. Lee, President and Secretary local lodge of Baggage and Freight Handlers, of violations of Supplement 12 to General Order No. 27.

We have made a complete investigation and find no instance in which Train Porters have performed any of the duties of Brakemen.

Their claim of misapplication of General Order 27 is also denied. The 1915 rate was $40.00, increased by General Order 27 to $60.00. The $42.50 rate they mention was an increase granted in individual cases sometime in 1916.

Yours truly,

General Manager.

E-23-11-A-5

September Thirtieth,
Nineteen Nineteen.

Mr. George H. Lee,
Sec. Baggage & Porters Union #16385,
729 Eighth Ave.,
Huntington, W. Va.

Dear Sir:

Referring to your letter of June 14th to Mr. W. S. Carter, Director, and the visit of yourself and Mr. Johnson to my office the latter part of August, relative to application of Supplement No. 12 of General Order No. 27 to colored train porters, and their claim that they are required and do perform all of the duties enumerated in Supplement No. 12 by orders of Train Masters and Conductors.

This matter was taken up with the Federal Manager for investigation, and we have just been advised by him that General Manager J. E. Parrish made a complete investigation and found no instance in which train porters have performed any of the duties of brakeman.

Regarding your claim that General Order No. 27 was not properly applied to Train Porters on the Chesapeake & Ohio Railroad, that in December 1915 train porters received $40.00 and $42.50 per month, but in applying General Order No. 27 they were all considered as receiving $40.00 per month and were increased $20.00 per month making their salaries $60.00 per month, resulting in the differential being eliminated -- Mr. Parrish states that the December, 1915 rate for colored train porters was $40.00 per month and increased by General Order No. 27 to $60.00 per month, and that the $42.50 rate you mentioned was an increase granted in individual cases some time in 1916.

Form G-77.

2—8675

Yours very truly,

H. P. Daugherty

Assistant Director.

12-as

Oct - 2-19

E. 38-11-a-5

DIVISION OF LABOR
OCT 4 1919

Mr H. P. Daugherty
Assistant Director
Washington D.C

Dear Sir
your letter received now in regards of the statement i made to you - was a correct statement - the company never ordered us to do that work but the R.R.Y. conductors did and they are the agents of the company - the trainmen orders is to do what the conductor orders us to do - we used to have to water the engines & out of all engines untill a porter got nocked of with the watter spout and then that was ordered stoped.
now since we were over there the superintendent have issued orders for the porters not to perform any of these things -

now i dont say the company ordered the porters to do this work. but they did order us to do what the conductor told us to do. and they ordered us to do all these things and mr. parish know it is a fact, if he will investigate at the right place. for their work was more than the Brakeman, but they have ordered it stoped now. we admit that $40-00 was rate for porters - clifton Forge Dimsion first and i was one of the 10 to receive it next on the huntington Dimsion, now i will let it go, but there is a time in a man life that he will be sorry for his sins,

Yours Respectfully

Geo H Lee
sec union #16385
729-8 ave
Huntington W.Va

E-28-11-A-5

FILE

October Twentieth,
Nineteen Nineteen.

Mr. Geo. H. Lee,
Secretary Union #16365,
729 Eighth Ave.,
Huntington, W. Va.

Dear Sir:

I wish to acknowledge receipt of your letter of October 2nd replying to mine of September 30th, relative to the application of Supplement No. 12 to General Order No. 27 to colored train porters.

The colored train porter situation generally is now being considered and being pushed just as fast as is consistent, and we feel that we are arriving at a point when it will be only a matter of a very short time until an understanding will be reached in regard to same.

Yours very truly,

H. P. Daugherty

Assistant Director.

11/ms

COPY

Form G-77

UNITED [redacted] RATION

DIRECTOR GENERAL OF RAILROADS

R.E.St[illegible]man

FLORIDA EAST COAST RAILROAD.

FILE NO. 2-G-11-8-E-3

SUBJECT: Regardin g the petition presented in thr matter of application for compensation for backtime and overtime for Florida East Coast Railroad train porters and request that they be placed under the provisions of the Adamson Eight Hour Law,

Volume [illegible]

From

To

-Copy-

Before The United States Railroad
Administration.

In the Matter of Application
for Compensation for Back Time
and Overtime By Florida East Coast Railway
Colored Trainmen.

---------- PETITION ----------

To the Honorable Walker D.Hines, Director General of Railroads;

Come now your petitioners, O.E.Harris, Lex Douglas, F.C.Cummings, C.M.Shaw, Henry Beeman, W.M.Reed, C.Thomas, H.Everett, Charles Graham, W.Houston, M.L.Frederick, Edward Barnwell, Robert Foster, Gear Middleton, Will Goodmon, Albert Stone, Mutt Thompson, Ben Berlack, Jeff Jenkins, Jessie Moore and Thomas Frederick and respectfully represent unto the Honorable Director General of Railroads ;

1. That your petitioners are all colored men , employed upon the Florida East Coast Railway and have been employed upon said Railway for various lengths of time, as shown by detailed affidavits attached hereto and expressly made a part of this petition.

2. That your petitioners are officially designated as "Porters" and are carried upon the payrolls and records of said Railway as "Porters".

3. That your petitioners, although designated as "Porters", are, as a matter of fact, actually Railroad Trainmen, of long experience and proven capabilities.

4. That your petitioners, from the time each and every one of them was employed on said Railway, before the operation of said Railway was taken over by the United States Railroad Administration and during the operation thereof by said United States Railroad Administration up to the 17th., day of July, 1919, in addition to other duties more specifically set forth hereinafter, performed the following specific duties,to-wit;

A. Inspect cars, test signals and brakes for the safety of train movements.

B. Use hand and lamp signals for the protection and movement of trains.

C. Open and close switches.

D. Couple and uncouple cars, engines, hose and chain attachments.

5. That on to-wit, the 17th., day of July, 1919, a certain order was issued, one of the originals of which said order is attached hereto and expressly made part hereof, which said order, in words and figures, is as follows:

United States Railroad Administration
Director General of Railroads

Florida East Coast Railroad
Transportation Department.

Circular 509

New Smyrna, Florida,
July 17, 1919.

58-65

PERSONAL.

Passenger Conductors;

Under date of December 26, 1918 I issued Bulletin No. 1153, calling your attention to the importance of not requiring train porters to do trainmen duties, and it is provoking to think it has had such little attention.

Porters are still required by the conductors to pull whistle signals for station stops, give signals, both hand and lantern to leave station, couple and uncouple cars, which is all in violation of our request. In my Bulletin I advised that the colored train porters were placed on the runs for the purpose of handling baggage, taking care of passengers, and any duties that could be classed as work of a porter, and I now wish to give you below the duties that cannot be required of a porter;

A. Inspect cars, test signals and brakes for the safety of train movement.

B. Use hand and lamp signals for the protection and movement of trains.

C. Open and close switches.

D. Couple and uncouple cars, engines, hose and chain attachments.

I note instead of the conductors having their baggagemasters get out and attend to the duties they should, that the they require the train porter to do it, and there is no reason why we should not get away from this without any further argument.

If my position in this matter is not clear, call

on me passing New Smyrna, and let me explain verbally.

AIP-m.

A.I.Peeser,
Superintendent of Transportation

6. Your petitioners admit that on or about December 26, 1918, the Bulletin # 1153 referred to in the above Bulletin, was issued, but your petitioners respectfully represent unto your Honor that said Bulletin was not carried out and further respectfully represent unto your Honor that Mr. Peeser knew that said Bulletin was not being required to be carried out and your petitioners were required to perform all of the duties set forth in said circular 509 and Bulletin #1153 and have continuously performed aid duties up to the date of Circular # 509, to-wit July 17, 1919.

7. Your petitioners respectfully represent that they are fully capable of performing any and all duties required of Railroad Trainmen and that they are perfectly willing and extremely desirous of performing such duties; that each of your petitioners is an able, careful, capable and experienced Railroad Trainman, thoroughly familiar with all Rules regarding the safe and expeditious movement of trains over the line of Railroad upon which they are employed. That each of your petitioners is thoroughly capable of giving and receiving signals, hand, lantern and cord; that each of your petitioners is thoroughly capable of opening and closing switches and of handling switching operations; that each of your petitioners is thoroughly capable of making and breaking steam hose and air hose connections and of making necessary adjustments and repairs thereto; that each of your petitioners is thoroughly capable of performing and and all duties required of trainmen, brakemen and flagmen, in any capacity that he may be called upon. That while your petitioners are designated as Porters, as above set forth, your petitioners have been called upon to perform the same duties as flagmen, brakemen, and trainmen , up to the date of said Cirular 509. But at no time have your petitioners, or any of them , received the same compensation for their services as the white men employed on said Railroad

8. Your petitioners further respectfully represent that by reason of conditions existing on the Florida East Coast Railway, it is necessary for the safe and expeditious movement of passenger trains over said Railroad for your petitioners to perform the duties of trainmen, brakemen and flagmen. That it is at present the duty of the white flagmen to ride at the rear end of the passenger trains for the purpose of protecting the train and passengers thereon; that the conductors are busily occupied during the entire run of the train in collecting tickets, looking out for meeting points and otherwise seeing that train orders are properly and safely executed; that baggage masters are occupied during the entire run in properly caring for the baggage entrusted to their care; that it is necessary for your petitioners to give and receive signals, , inspect cars, test signals and brakes, open and close switches, couple and uncouple cars, engines, hose and chain attachments , in addition to looking out for the comfort of passengers and assisting the conductor and other members of the crew in any capacity they are called upon to help. That the conductors on said railroad recognise the necessity of such help from your petitioners, and your petitioners respectfully represent that if your Honor will order an investigation of the statements set forth herein and in the affidavits attached, that your Honor will find that the Conductors on said Railroad will verify all statements contained herein.

9. Your petitioners respectfully represent that although the Adamson Eight Hour Law provides that Eight Hours shall be deemed a days work for the purposes of reckoning the compensation for services for all employees employed by any common carrier, actually engaged in any capacity in the operation of trains used for the transportation of persons or property on railroads, and although your petitioners are actually engaged in capacities in the operation of trains for the transportation of passengers (persons) on railroads, that your petitioners have been on many occasions required to work for a longer period ~~of~~ than eight

hours per day; that it is the daily practice on said Railroad, and has been the daily practice on said Railroad, ever since the enactment of said Adamson Eight Hour Law, to require your petitioners to work for more than eight hours per day; that while your petitioners are daily required to work more than eight hours per day, your petitioners do not at this time, nor have they at any other time, received any additional compensation for time put in by them in excess of said eight hours per day. And your petitioners respectfully represent that whenever any of the other(white) members of the train crew to which your petitioners may be assigned, from time to time, are called upon to put in more than eight hours per day, that for such excess or overtime the other(white) members receive extra compensation for such overtime. And your petitioners further represent that on some occasions, when it is seen that the other (white) members of the train crew will be called upon to put in more than eight hours per day, that the white members of the train crew will be relieved by other white men, and your petitioners will be compelled to continue on the train until it completes its run, regardless of the amount of time over and in excess of eight hours per day that they are compelled to serve; that some of your petitioners habitually work more than ten hours per day, for which they receive no extra compensation.

I Q Your petitioners respectfully represent unto your Honor that when the wage increases granted by the United States Railroad Administration on or about May 31st., 1919, that your petitioners wages were raised from $55.00 per month to $77.50 per month and the wages of the white trainmen were raised to $120.00 per month, so your petitioners are informed and believe. That at the time of this raise, and prior thereto from the date of their first employment on said Railroad, and up to and including July I7, I9I9 your petitioners performed all of the duties which they represent that they have been performing, hereinabove.

And in addition to the duties hereinabove set forth, your petitioners respectfully show that they have at all times during their employment, and at the present time, performed the following duties , to-wit; packing boxes (journals) cutting off and picking up Express Cars at Titusville and elsewhere; setting out and picking up private cars; assisting in making repairs, while on the road; assisting in loading and unloading passengers and baggage; transferring United States Mail at every meeting point; and doing each and every act required of them to assist in getting the trains over the road in safety and according to schedule.

11. Your petitioners further respectfully represent that during their entire service on said Railroad, that they have at all times to give honest, intelligent service; that they have never engaged in any strikes of any nature; that they have all times safeguarded the interests of said Railroad to the best of their several abilities and have performed any and all services required of them cheerfully and willingly. Your petitioners further respectfully represent that each and every one of your petitioners is a native born, American citizen and that nearly every one of your petitioners is a married man and the head of a family. That because of the exceedingly high cost of all of the necessities of life, that it is impossible for them to support and maintain their respective families and themselves out of the compensation they are now receiving. That your petitioners, as shown by this petition, have been at all times prior to the issuance of said Circular 509, performing all of the duties of railroad trainmen, brakemen and flagmen, but your petitioners have not received the same rates of pay as white men employed on said railroad, performing similar duties. That if your petitioners are allowed the sme rates of pay as the white trainmen, flagmen and brakemen, your petitioners willbe able to support their families and themselves in a more decent manner and will feel that justice has been given to them, instead of being denied to them on account of their color.

And your petitioners expressly and emphatically state that they are not protesting or making any complaint about being required to perform duties as trainmen, flagman and brakemen, but on the contrary your petitioners say that they desire most fervently that they be allowed to perform said duties in the future as they have been performing them in the past and do most respectfully pray that they be recognised as trainmen, flagmen and brakemen, that they be allowed to perform all duties thereof, and that they receive the same compensation as the white men employed on said railroad performing the duties of flagmen, brakemen and trainmen.

The premises considered, your petitioners do most respectfully pary for the following relief;

A. That your petitioners be recognised as trainmen, brakemen and flagmen, and that they may receive the same compensation therefor as white trainmen, brakemen and flagmen employed on said Florida East Coast Railroad.

B. That an accounting be ordered and that your petitioners be awarded such back time as may be found to be due them, from January 1st., 1918, on the basis of pay awarded to white flagmen, brakemen and trainmen employed on the Florida East Coast Railroad.

C. That an order may be issued to the operating officials on said Florida East Coast Railroad, that your petitioners come within the provisions of the Adamson Eight Hour Law, and that the working conditions and compensation of your petitioners be regulated according to said Law.

D. That an accounting be ordered and that your petitioners be awarded such unpaid overtime, under the Adamson Eight Hour Law, from January 1st., 1917, as upon such accounting may be found to be due to your petitioners.

E. And for such other and further relief in the premises that your petitioners may be entitled to.

An original copy of Circular 509 is attached hereto, marked Exhibit A., and expressly made a part hereof. Affidavits

from your petitioners, in support of the matters and things set forth in this petition, are attached hereto, and prayed to be made part hereof.

All of which is most respectfully submitted.

Jacksonville, Florida,

September 5th., 1919.

R. E. Gillman

Solicitor for Petitioners.

909 Bisbee Building,
Jacksonville, Florida.

R. B. Harris
Lex Douglas
F. G. Cummings
C. M. Shaw
Henry Burman
Wm. Reed
C. Thomas
H. Everett
Charles Graham
W. Houston
M. L. Frederick
Edward Barnwell
Robt. Foster
Asa Middleton
Will Goodman
Albert Stone
Mutt Thompson
Ben Berlack
Jeff Jenkins
Jesse Moore
Thomas Frederick
By R. E. Gillman
Counsel

Director General of Railroads

FLORIDA EAST COAST RAILROAD
Transportation Department

Circular 509.

New Smyrna, Florida.
July 17, 1919.

58 - 65.

Exhibit "A"

Personal

PASSENGER CONDUCTORS:

Under date of December 26, 1918, I issued Bulletin No. 1153, calling your attention to the importance of not requiring train porters to do trainman duties, and it is provoking to think it has had such little attention.

Porters are still being required by the conductors to pull whistle signal for station stops, give signals, both hand and lantern to leave station, couple and uncouple cars, which is all in violation of our request. In my Bulletin I advised that the colored train porters were placed on the runs for the purpose of handling baggage, taking care of passengers, and any duties that could be classed as work of a porter, and I now wish to give you below the duties that CANNOT be required of a porter:

A: Inspect cars, test signals and brakes for the Safety of train movement.

B: Use hand and lamp signals for the protection and movement of trains.

C: Open and close switches.

D: Couple and uncouple cars, engines, hose and chain attachments.

I note instead of the conductors having their baggage-masters get out and attend to the duties they should, that they require the train porter to do it, and there is no reason why we should not get away from this without any further argument.

If my position in this matter is not clear, call on me passing New Smyrna, and let me explain verbally.

A. I. POOSER
Superintendent of Transportation -

AIP--m.

State of Florida,
County of Duval

On this day personally appeared before me O. Z. Harris, to me well known, who being by me first duly sworn under oath, says:

My name is O. Z. Harris. I am employed on the Florida East Coast Railway. I am a colored man. I am engaged in train service, and while I am classified as a "Porter", I have been performing the same duties as the white men engaged in train service and classified as "Trainmen", "Flagmen and "Brakemen", up to July 17th., 1919, at which time, one A. I Pooser, Superintendent of Transportation for said Railway issue an order to Passenger Conductors relieveing my self and others similarly situated, from performing duties of Trainmen; this order is Circular # 509, dated at New Smyrna, Fla., July 17th., 1919, a copy of which is attached hereto, marked "Exhibit A".

I was first employed by the Florida East Coast Railway, on or about September 1912, and have been performing the duties described in said circular #509 from the time I first entered the service of said Railway until the date of said order and in addition thereto have performed the following duties when called upon byb the conductor, to-wit: packing boxes, cutting off and picking up express cars at Titusville and elsewhere, setting out and picking up Private Cars, assisting in making repairs, while on the road; putting on and taking off steam and air hose; assisting in loading and unloading baggage and assisting and looking out for convenience and safety of passengers; transferring U.S. Mails at every meeting point, and doing every thing else required by the Conductor to facilitate the movement of trains over the road safely and in accordance with schedules.

Furthermore, I invariably put in more than eight hours per day, while on the runs assigned to me by said Company or the U.S. Railroad Administration. It is the practise on said Railway to relieve the conductor, baggageman, white flagman or white brakeman, after they have put in eight hours or else to pay them overtime, but I am not relieved at the time the other members of the crew are relieved, neither am I paid for any overtime put in by me over the eight hours specified in the Adamson Law as a day's work.

Up to June 1918, I received approximately $55.00 per month. Since that time I have been receiving approximately $77.50 per month, while the white brakemen, tarinmen and flagmen get a great deal more. As above stated, they only work eight hours per day and then are either relieved or get paid for their overtime, while I am compelled to stay on the train until it completes its run, and I get neither relief nor overtime when I work more than eight hours per day. I am not complaining about being required to perform the same work as the white trainmen; I want to perform it and do everything in my power to get the trains over the road in safety and in accordance with schedules, but I do think, and feel that in justice to my self, I should receive the same rates of pay and work under the same conditions, as white men engaged on said Railway as Flagmen, Brakemen and Trainmen.

O. Z. Harris

Sworn to and subscribed before me this 19th day of August, A.D. 1919.

G. H. Corbit
Notary Public, State of Florida at Large.

State of Florida,
County of Duval,

On this day personally appeared before me Lex Douglas, to me well known, who being by me first duly sworn under oath says:

My name is Lex Douglas. I am employed on the Florida East Coast Railway. I am a colored man. I am engaged train service, and while I am classified as a "Porter" I have been performing the same duties as the white men engaged in train service and classified ass "Trainmen", "Flagmen" and "Brakemen", up to July 17th., 1919, at which time one A.I.Pooser, Superintendent of Transportation for said Railway issued an order to passenger Conductors relieving myself and others similarly situated , from performing duities of of trainmen; this order is Circular # 509, dated at New Smyrna, Fla., July 17, 1919, a copy of which is attached hereto, marked "Exhibit A"

I was first employed by the Florida East Coast Rail way, on or about September 1912, and have been performing the duties described in said circular #509 from the time I first entered the service of said Railway until the date of said order and in addition thereto have performed the following duties and services when called upon by the conductor;to-wit;packing boxes, cutting off and picking up Express Cars at Titusville and elsewhere,; setting out and picking up Private Cars; assisting in making repairs, while on the road; putting on air and steam hose assisting in loading and unloading baggage and assisting and looking out for convenience and safety of passengers;transferring United States Mails at every meeting point, and doing every thing else required by the Conductor to facilitate the movement of trains over the road safely and in accordance with schedules.

Furthermore, I invariably put in more than eight hours per day, while on the runs assigned to me by said Railway Company or the U.S.Railroad Administration. It is the practise on said Railway to relieve the conductor, baggageman, white flag man or white brakeman, after they have put in eight hours or els to pay them overtime, but I am not relieved at the time the other members of the crew are relieved, neither am I paid for any overtime put in by me over the eight hours specified in the Adamson Law as a day's work.

Up to June 1918, I received approximately $55.00 per month. Since that time I have been receiving approximately $77.50 per month, while the white brakemen, trainmen and flagmen get a great deal more. As above stated, they only work eight hours per day and then are either relieved or get paid for their overtime, while I am compelled to stay on the train until it completes its run and I get neither relief nor overtime when I work more than eight hours per day.I am not complaining about being required to perform the same work as the whitetrainmen; I want to perform it and do everything in my power to get the trains over the road in safety and in accordance with schedules, but I do think and feel that in justice to myself,I should receive the same rates of pay and work under the same conditions, as white men engaged on said Railway as flagmen, brakemen and trainmen.

Lex Douglas

Sworn to and subscribed before me this day of August, A.D.1919.

F R Milner

Notary Public, State of Florida at Large.

State of Florida,
County of Duval

Felton Cummings On this day personally appeared before me, Felton Cummings, to me well known, who being by me first duly sworn under oath, says:

My name is Felton Cummings. I am employed on the Florida East Coast Railway Company. I am a colored man. I am engaged in train service, and while I am classified as a "Porter", I have been performing the same duties as the white men engaged in train service, and classified as "Trainmen", "Flagmen" and "Brakemen", up to July 17th., 1919, at which time one A.I.Pooser, Superintendent of Transportation for said Railway issued an order to Passenger Conductors relieving myself and others similarly situated from performing duties of trainmen; this order is Circular #509, dated at New Smyrna, Fla., July 17, 1919, a copy of which is attached hereto, marked "Exhibit A".

I was first employed by the Florida East Coast Railway, on or about the year 1907, and have been perfroming the duties described in said circular # 509 from the time I first entered the service of said Railway until the date of said order, and in addition thereto have performed the following duties and services when called upon by the conductor, to-wit; cutting off and picking up Express Cars at Titusville, and elsewhere; setting out and picking up Private Cars; assisting in making repairs on the road; packing boxes; putting on air and steam hose; assisting in loading and unloading baggage and assisting and looking out for convenience and safety of passengers; transferring United States Mails at every meeting point, and doing everything else required by the Conductor to facilitate the movement of trains over the road safely and in accordance with schedules.

Furthermore, I invariably put in more than eight hours per day, while on the runs assigned to me by said Railway Company or the U.S.Railroad Administration. It is the pra practise on said Railway to relieve the Conductors, baggageman, white flagman or white brakeman, after they have put in eight hours or else to pay them overtime, but I am not relieved at the time the other members of the crew are relieved, neither am I paid for any overtime put in by me over the eight hours specified in the Adamson Law as a day's work.

Up to June 1918, I received approximately $55.0 per month. Since that time I have been receiving approximately $77.50, while the white brakemen, trainmen and flagmen get a great deal more. As above stated, they only work eight hours per day and then are either relieved or get paid for their overtime, while I am compelled to stay on the train until it completes its run and I get neither relief or overtime when I work more than eight hours per day. I am not complaining about being required to perform the same work as white trainmen; I want to perform it and do everything in my power to get the trains over the road in safety and in accordance with schedules, but I do think and feel that in justice to myself, I should receive the same rates of pay and work under the same conditions, as white men engaged on said Railway as flagmen, brakemen, and trainmen.

Felton Cummings

Sworn to and subscribed before me this 15th day of August, A.D.1919.

Elizabeth B. Shumaker

Notary Public, State of Florida at Large.

State of Florida,
County of Duval

On this day personally appeared before me, C.M.Shaw to me well known, who being by me first duly sworn under oath says;

My name is C.M.Shaw. I am employed on the Florida East Coast Railway. I am a colored man. I am engaged in train service, and while I am classified as a"Porter", I have been performing the same duties as the white men engaged in train service and classified as "Trainmen", "Flagmen" and"Brakemen", up to July 17th., 1919, at which time one A.I.Pooser, Superintendent of Transportation for said Railway issued an order to Passenger Conductors relieving myself and others similarly situated from performing duities of trainmen; the said order of said Superintendent Pooser being Circular " 509, dated at New Smyrna Florida, and dated July 17, 1919; a copy of which said order is next attached, marked "Exhibit A".

I was first employed by the Florida East Coast Railway Company, on or about January 1914., and have been performing the duties described in said Circular Order #509 from the time I first entered the service of said Company until the date of said order, and in addition thereto have performed the following duties and services when called upon by the conductor , to-wit; cutting off and picking up Express Cars at Titusville and elsewhere; setting out and picking up Private Cars; assisting in making repairs on the road; packing boxes, putting on air and steam hose;assisting in loading and unloading baggage and assisting and looking out for convenience and safety of passengers; transferring Unites States Mails at every meeting point, and doing everything else required by the Conductor to facilitate the movement of trains over the road safely and in accordance with schedules.

Furthermore, I invariably put in more than eight hours per day, while on the runs assigned to me by said Railway Company or the U.S.Railroad Administration. It is the practise on said Railway to relieve the Conductor, baggageman, while flagman or white brakeman, after they have put in eight hours or else to pay them over time, but I am not relieved at the time the other members of the crew are relieved, neither am I paid for any overtime put in by me over the eight hours specified in the Adamson Law as a day's work.

Up to June 1918, I received approximately $55.00 per month. Since that time I have been receiving approximately $77.50, while the white barakemen, trainmen and flagmen get a great deal more. As above stated, they only work eight hours per day and then are either relieved or get paid for their overtime, while I am compelled to stay on the train until it completes its run and I get neither relief or overtime when I work more than eight hours per day. I am not complaining about being required to perform the same work as the white trainmen; I want to perform it and do everything in my power to get the trains over the road in safety and in accordance with schedules, but I do think and feel that in justice to myself, I should receive the same rates of pay and work under the same conditions, as white men engaged on said Railway as flagmen, brakemen and trainmen.

C.M.Shaw

Sworn to and subscribed before me at Florida, this 15th day of August, A.D.1919.

Elizabeth Thomas
Notary Public, State of Florida at Large.

State of Florida,
County of Duval

On this day personally appeared before me Henry Beeman, to me well known, who being by me first duly sworn under oath, says:

My name is Henry Beeman. I am employed on the Florida East Coast Railway. I am a colored man. I am engaged in train service, and while I am classified as a "Porter", I have been performing the same duties as the white men engaged in train service and classified as "Trainmen", "Flagmen and "Brakemen", up to July 17th., 1919, at which time, one A. I Poomer, Superintendent of Transportation for said Railway issue an order to Passenger Conductors relieveing my self and others similarly situated, from performing duties of Trainmen; this order is Circular # 509, dated at New Smyrna, Fla., July 17th., 1919, a copy of which is attached hereto, marked "Exhibit A".

I was first employed by the Florida East Coast Railway, on or about Janary 1906, and have been performing the duties described in said circular #509 from the time I first entered the service of said Railway until the date of said order and in addition thereto have performed the following duties when called upon byb the conductor, to-wit:packing boxes, cutting offn and picking up express cars at Titusville and elsewhere, setting out and picking up Private Cars, assisting in making repairs, while on the road; putting on and taking off steam and air hose; assisting in loading and unloading baggage and assisting and looking out for convenience and safety of passengers; transferring U.S.Mials at every meeting point, and doing every thing else required by the Conductor to facilitate the movement of trains over the road safely and in accordance with schedules.

Furthermore, I invariably put in more than eifht hours per day, while on the runs assigned to me by said Company or the U.S.Railroad Administration. It is the practise on said Railway to relieve the conductor, baggageman, white flagman or white brakeman, after they have put in eight hours or else to pay them overtime, but I am not relieved at the time the other members of the crew are relieved, neither am I paid for any overtime put in by me over the eight hours specified in the Adamson Law as a day's work.

Up to June 1918, I received approximately $55.00 per month. Since that time I have been receiving approximately $77.50 per month, while the white brakemen, tarinmen and flag men get a great deal more. As above stated, they only work eight hours per day and then are either relieved or get paid for their overtime, while I am compelled to stay on the train until it completes its run, and I get neither relief nor over time when I work more than eight hours per day. I am not complaining about being required to perform the same work as the white trainmen; I want to perform it and do everything in my power to get the trains over the road in safety and in accordance with schedules, but I do think, and feel that in justice to my self, I should receive the same rates of pay and work under the same conditions, as white men engaged on said Railway as Flagmen, Brakemen and Trainmen.

+ Henry Beeman

Sworn to and subscribed before me this 26th day of August, A.D.1919.

Notary Public, State of Florida at Large.

State of Florida,
County of Duval,

On this day personally appeared before me W.M. Reed, to me well known, who being by me first duly sworn under oath says:

My name is W.M. Reed. I am employed on the Florida East Coast Railway. I am a colored man. I am engaged train service, and while I am classified as a "Porter" I have been performing the same duties as the white men engaged in train service and classified as "Trainmen", "Flagmen" and "Brakemen", up to July 17th., 1919, at which time one A.I.Pooser, Superintendent of Transportation for said Railway issued an order to passenger Conductors relieving myself and others similarly situated, from performing duities of of trainmen; this order is Circular # 509, dated at New Smyrna, Fla., July 17, 1919, a copy of which is attached hereto, marked "Exhibit A"

I was first employed by the Florida East Coast Rail way, on or about Jan 1905, and have been performing the duties described in said circular #509 from the time I first entered the service of said Railway until the date of said order and in addition thereto have performed the following duties and services when called upon by the conductor; to-wit; packing boxes, cutting off and picking up Express Cars at Titusville and elsewhere,; setting out and picking up Private Cars; assisting in making repairs, while on the road; putting on air and steam hose assisting in loading and unloading baggage and assisting and looking out for convenience and safety of passengers; transferring United States Mails at every meeting point, and doing every thing else required by the Conductor to facilitate the movement of trains over the road safely and in accordance with schedules.

Furthermore, I invariably put in more than eight hours per day, while on the runs assigned to me by said Railway Company or the U.S.Railroad Administration. It is the practise on said Railway to relieve the conductor, baggageman, white flag man or white brakeman, after they have put in eight hours or els to pay them overtime, but I am not relieved at the time the other members of the crew are relieved, neither am I paid for any overtime put in by me over the eight hours specified in the Adamson Law as a day's work.

Up to June 1918, I received approximately $55.00 per month. Since that time I have been receiving approximately $77.50 per month, while the white brakemen, trainmen and flagmen get a great deal more. As above stated, they only work eight hours per day and then are either relieved or get paid for their overtime, while I am compelled to stay on the train until it completes its run and I get neither relief nor overtime when I work more than eight hours per day. I am not complaining about being required to perform the same work as the whitetrainmen; I want to perform it and do everything in my power to get the trains over the road in safety and in accordance with schedules, but I do think and feel that in justice to myself, I should receive the same rates of pay and work under the same conditions, as white men engaged on said Railway as flagmen, brakemen and trainmen.

W. M. Reed

Sworn to and subscribed before me this day of August, A.D.1919.

William P. Brooks

Notary Public, State of Florida at Large.

Notary Public, State of Florida at Large.
My commission expires October 28th 1920,

State of Florida,
County of Duval

On this day personally apperaed before me C. Thomas, to me well knwon, who being by me first duly sworn under oath, says:

My name is C. Thomas. I am employed on the Florida East Coast Railway. I am a colored man. I am engaged in train service, and while I am classified as a "Porter", I have been performing the same duties as the white men engaged in train service and classified as "Trainmen", Flagmen and "Brakemen", up to July 17th., 1919, at which time, one A. I Pooser, Superintendent of Transportation for said Railway issue an order to Passenger Conductors relieveing my self and others similarly situated, from performing duties of Trainmen; this order is Circular # 509, dated at New Smyrna, Fla., July 17th., 1919, a copy of which is attached hereto, marked "Exhibit A".

I was first employed by the Florida East Coast Railway, on or about October 1912, and have been performing the duties described in said circular #509 from the time I first entered the service of said Railway until the date of said order and in addition thereto have performed the following duties when called upon byb the conductor, to-wit: packing boxes, cutting offa and picking up express cars at Titusville and elsewhere, setting out and picking up Private Cars, assisting in making repairs, while on the road; putting on and taking off steam and air hose; assisting in loading and unloading baggage and assisting and looking out for convenience and safety of passengers; transferring U.S. Mials at every meeting point, and doing every thing else required by the Conductor to facilitate the movement of trains over the reoad safely and in accordance with schedules.

Furthermore, I invariably put in more than eifht hours per day, while on the runs assigned to me by said Company or the U.S. Railroad Administration. It is the practise on said Railway to re;ieve the conductor, baggageman, white flagman or white brakeman, after they have put in eight hours or else to pay them overtime, but I am not relieved at the time the other members of the crew are relieved, neither am I paid for any overtime put in by me over the eight hours specified in the Adamson Law as a day's work.

Up to June 1918, I received approximately $55.00 per month. Since that time I have been receiving approximately $77.50 per month, while the white brakemen, tarinmen and flagmen get a great deal more. As above stated, they only work eight hours per day and then are either relieved or get paid for their overtime, while I am compelled to stay on the train until it completes its run, and I get neither relief nor over time when I work more than eight hours per day. I am not complaining about being required to perform the same work as the white trainmen; I want to perform it and do everything in my power to get the trains over the road in safety and in accordance with schedules, but I do think, and feel that in justice to my self, I should receive the same rates of pay and work under the same conditions, as white men engaged on said Railway as Flagmen, Brakemen and Trainmen.

Chas Thomas

Sworn to and subscribed before me this 18th day of August, A.D. 1919.

Evan J. Evans
Notary Public, State of Florida at Large.

State of Florida,
County of Duval

On this day personally apperaed before me H. Everett, to me well knwon, who being by me first duly sworn under oath, says:

My name is H. Everette. I am employed on the Florida East Coast Railway. I am a colored man. I am engaged in train service, and while I am classified as a "Porter", I have been performing the same duties as the white men engaged in train service and classified as "Trainmen", Flagmen and "Brakemen", up to July 17th., 1919, at which time, one A. I Pooser, Superintendent of Transportation for said Railway issue an order to Passenger Conductors relieveing my self and others similarly situated, from performing duties of Trainmen; this order is Circular # 509, dated at New Smyrna, Fla., July 17th., 1919, a copy of which is attached hereto, ,arked "Exhibit A".

I was first employed by the Florida East Coast Railway, on or about March 1916, and have been performing the duties described in said circular #509 from the time I first entered the service of said Railway until the date of said order and in addition thereto have performed the following duties when called upon byb the conductor, to-wit:packing boxes, cutting offa and picking up express cars at Titusville and elsewhere, setting out and picking up Private Cars, assisting in making repairs, while on the road; putting on and taking off steam and air hose; assisting in loading and unloading baggage and assisting and looking out for convenience and safety of passengers; transferring U.S.Mials at every meeting point, and doing every thing else required by the Conductor to facilitate the movement of trains over the reoad safely and in accordance with schedules.

Furthermore, I invariably put in more than eifht hours per day, while on the runs assigned to me by said Company or the U.S.Railroad Administration. It is the practise on said Railway to re;ieve the conductor, baggageman, white flagman or white brakeman, after they have put in eight hours or else to pay them overtime, but I am not relieved at the time the other members of the crew are relieved, neither am I paid for any overtime put in by me over the eight hours specified in the Adamson Law as a day's work.

Up to June 1918, I received approximately $55.00 per month. Since that time I have been receiving approximately $77.50 per month, while the white brakemen, tarinmen and flagmen get a great deal more. As above stated, they only work eight hours per day and then are either relieved or get paid for their overtime, while I am compelled to stay on the train until it completes its run, and I get neither relief nor over time when I work more than eight hours per day. I am not complaining about being required to perform the same work as the white trainmen; I want to perform it and do everything in my power to get the trains over the road in safety and in accordance with schedules, but I do think, and feel that in justice to my self, I should receive the same rates of pay and work under the same conditions, as white men engaged on said Railway as Flagmen, Brakemen and Trainmen.

H. Everett

Sworn to and subscribed before me this 18th day of August, A.D.1919.

Evan T. Evans
Notary Public, State of Florida at Large.

State of Florida,
County of St Lucie

On this day personally appeared before me, Chas Graham to me well known, who being by me first duly sworn under oath says;

My name is Charles Graham. I am employed on the Florida East Coast Railway. I am a colored man. I am engaged in train service, and while I am classified as a "Porter", I have been performing the same duties as the white men engaged in train service and classified as "Trainmen", "Flagmen" and "Brakemen", up to July 17th., 1919, at which time one A.I.Pooser, Superintendent of Transportation for said Railway issued an order to Passenger Conductors relieving myself and others similarly situated from performing duities of trainmen; the said order of said Superintendent Pooser being Circular " 509, dated at New Smyrna Florida, and dated July 17, 1919; a copy of which said order is next attached, marked "Exhibit A".

I was first employed by the Florida East Coast Railway Company, on or about February 1914, and have been performing the duties described in said Circular Order #509 from the time I first entered the service of said Company until the date of said order, and in addition thereto have performed the following duties and services when called upon by the conductor, to-wit; cutting off and picking up Express Cars at Titusville and elsewhere; setting out and picking up Private Cars; assisting in making repairs on the road; packing boxes, putting on air and steam hose; assisting in loading and unloading baggage and assisting and looking out for convenience and safety of passengers; transferring United States Mails at every meeting point, and doing everything else required by the Conductor to facilitate the movement of trains over the road safely and in accordance with schedules.

Furthermore, I invariably put in more than eight hours per day, while on the runs assigned to me by said Railway Company or the U.S.Railroad Administration. It is the practise on said Railway to relieve the Conductor, baggageman, while flagman or white brakeman, after they have put in eight hours or else to pay them over time, but I am not relieved at the time the other members of the crew are relieved, neither am I paid for any overtime put in by me over the eight hours specified in the Adamson Law as a day's work.

Up to June 1918, I received approximately $55.00 per month. Since that time I have been receiving approximately $77.50, while the white barakemen, trainmen and flagmen get a great deal more. As above stated, they only work eight hours per day and then are either relieved or get paid for their overtime, while I am compelled to stay on the train until it completes its run and I get neither relief or overtime when I work more than eight hours per day. I am not complaining about being required to perform the same work as the white trainmen; I want to perform it and do everything in my power to get the trains over the road in safety and in accordance with schedules, but I do think and feel that in justice to myself, I should receive the same rates of pay and work under the same conditions, as white men engaged on said Railway as flagmen, brakemen and trainmen.

Chas Graham

Sworn to and subscribed before me at Ft. Pierce Florida, this 16th day of August, A.D.1919.

C. J. Jerussin
Notary Public, State of Florida at Large.

My Commission expires April 6th 1922.

State of Florida,
County of St Lucie

On this day personally appeared before me, Walter Houston, to me well known, who being by me first duly sworn under oath, says:

My name is Walter Houston. I am employed on the Florida East Coast Railway Company. I am a colored man. I am engaged in train service, and while I am classified as a "Porter", I have been performing the same duties as the white men engaged in train service, and classified as "Trainmen", "Flagmen" and "Brakemen", up to July 17th., 1919, at which time one A.I.Pooser, Superintendent of Transportation for said Railway issued an order to Passenger Conductors relieving myself and others similarly situated from performing duties of trainmen; this order is Circular #509, dated at New Smyrna, Fla., July 17, 1919, a copy of which is attached hereto, marked "Exhibit A".

I was first employed by the Florida East Coast Railway, on or about June 1917, and have been perfroming the duties described in said circular # 509 from the time I first entered the service of said Railway until the date of said order, and in addition thereto have performed the following duties and services when called upon by the conductor, to-wit; cutting off and picking up Express Cars at Titusville, and elsewhere; setting out and picking up Private Cars; assisting in making repairs on the road; packing boxes; putting on air and steam hose; assisting in loading and unloading baggage and assisting and looking out for convenience and safety of passengers; transferring United States Mails at every meeting point, and doing everything else required by the Conductor to facilitate the movement of trains over the road safely and in accordance with schedules.

Furthermore, I invariably put in more than eight hours per day, while on the runs assigned to me by said Railway Company or the U.S.Railroad Administration. It is the pra practise on said Railway to relieve the Conductors, baggageman, white flagman or white brakeman, after they have put in eight hours or else to pay them overtime, but I am not relieved at the time the other members of the crew are relieved, neither am I paid for any overtime put in by me over the eight hours specified in the Adamson Law as a day's work.

Up to June 1918, I received approximately $55.0 per month. Since that time I have been receiving approximately $77.50, while the white brakemen, trainmen and flagmen get a great deal more. As above stated, they only work eight hours per day and then are either relieved or get paid for their overtime, while I am compelled to stay on the train until it completes its run and I get neither relief or overtime when I work more than eight hours per day. I am not complaining about being required to perform the same work as white trainmen; I want to perform it and do everything in my power to get the trains over the road in safety and in accordance with schedules, but I do think and feel that in justice to myself, I should receive the same rates of pay and work under the same conditions, as white men engaged on said Railway as flagmen, brakemen, and trainmen.

Walter Houston

Sworn to and subscribed before me this day of August, A.D.1919.

C. J. Jenkins

Notary Public, State of Florida at Large.

My Commission expires April 6th 1922

State of Florida,
County of _____

On this day personally appeared before me, Edd his mark Barnwell to me well known, who being by me first duly sworn under oath says;

My name is Edd his mark Barnwell. I am employed on the Florida East Coast Railway. I am a colored man. I am engaged in train service, and while I am classified as a "Porter", I have been performing the same duties as the white men engaged in train service and classified as "Trainmen", "Flagmen" and "Brakemen", up to July 17th., 1919, at which time one A.I.Pooser, Superintendent of Transportation for said Railway issued an order to Passenger Conductors relieving myself and others similarly situated from performing duities of trainmen; the said order of said Superintendent Pooser being Circular " 509, dated at New Smyrna Florida, and dated July 17, 1919; a copy of which said order is next attached, marked "Exhibit A".

I was first employed by the Florida East Coast Railway Company, on or about May 1897, and have been performing the duties described in said Circular Order #509 from the time I first entered the service of said Company until the date of said order, and in addition thereto have performed the following duties and services when called upon by the conductor , to-wit; cutting off and picking up Express Cars at Titusville and elsewhere; setting out and picking up Private Cars; assisting in making repairs on the road; packing boxes, putting on air and steam hose; assisting in loading and unloading baggage and assisting and looking out for convenience and safety of passengers; transferring United States Mails at every meeting point, and doing everything else required by the Conductor to facilitate the movement of trains over the road safely and in accordance with schedules.

Furthermore, I invariably put in more than eight hours per day, while on the runs assigned to me by said Railway Company or the U.S.Railroad Administration. It is the practise on said Railway to relieve the Conductor, baggageman, white flagman or white brakeman, after they have put in eight hours or else to pay them over time, but I am not relieved at the time the other members of the crew are relieved, neither am I paid for any overtime put in by me over the eight hours specified in the Adamson Law as a day's work.

Up to June 1918, I received approximately $55.00 per month. Since that time I have been receiving approximately $77.50, while the white barakemen, trainmen and flagmen get a great deal more. As above stated, they only work eight hours per day and then are either relieved or get paid for their overtime, while I am compelled to stay on the train until it completes its run and I get neither relief or overtime when I work more than eight hours per day. I am not complaining about being required to perform the same work as the white trainmen; I want to perform it and do everything in my power to get the trains over the road in safety and in accordance with schedules, but I do think and feel that in justice to myself, I should receive the same rates of pay and work under the same conditions, as white men engaged on said Railway as flagmen, brakemen and trainmen.

Edd his mark Barnwell

Sworn to and subscribed before me at Florida, this 20th day of August, A.D.1919.

D A Dorsey

Notary Public, State of Florida at Large. My Commission Expires May 13 1923

State of Florida,
County of Duval

On this day personally appeared before me Will Goodmon, to me well known, who being by me first duly sworn under oath, says:

My name is Will Goodmon. I am employed on the Florida East Coast Railway. I am a colored man. I am engaged in train service, and while I am classified as a "Porter", I have been performing the same duties as the white men engaged in train service and classified as "Trainmen", "Flagmen and "Brakemen", up to July 17th., 1919, at which time, one A. I Pooser, Superintendent of Transportation for said Railway issue an order to Passenger Conductors relieveing my self and others similarly situated, from performing duties of Trainmen; this order is Circular # 509, dated at New Smyrna, Fla., July 17th., 1919, a copy of which is attached hereto, marked "Exhibit A".

I was first employed by the Florida East Coast Railway, on or about March 1918, and have been performing the duties described in said circular #509 from the time I first entered the service of said Railway until the date of said order and in addition thereto have performed the following duties when called upon byb the conductor, to-wit:packing boxes, cutting off and picking up express cars at Titusville and elsewhere, setting out and picking up Private Cars, assisting in making repairs, while on the road; putting on and taking off steam and air hose; assisting in loading and unloading baggage and assisting and looking out for convenience and safety of passengers; transferring U.S.Mials at every meeting point, and doing every thing else required by the Conductor to facilitate the movement of trains over the road safely and in accordance with schedules.

Furthermore, I invariably put in more than eifht hours per day, while on the runs assigned to me by said Company or the U.S.Railroad Administration. It is the practise on said Railway to relieve the conductor, baggageman, white flagman or white brakeman, after they have put in eight hours or else to pay them overtime, but I am not relieved at the time the other members of the crew are relieved, neither am I paid for any overtime put in by me over the eight hours specified in the Adamson Law as a day's work.

Up to June 1918, I received approximately $55.00 per month. Since that time I have been receiving approximately $77.50 per month, while the white brakemen, tarinmen and flagmen get a great deal more. As above stated, they only work eight hours per day and then are either relieved or get paid for their overtime, while I am compelled to stay on the train until it completes its run, and I get neither relief nor overtime when I work more than eight hours per day. I am not complaining about being required to perform the same work as the white trainmen; I want to perform it and do everything in my power to get the trains over the road in safety and in accordance with schedules, but I do think, and feel that in justice to my self, I should receive the same rates of pay and work under the same conditions, as white men engaged on said Railway as Flagmen, Brakemen and Trainmen.

Will Goodmon

Sworn to and subscribed before me this 19th day of August, A.D.1919.

Evan T. Evans
Notary Public, State of Florida at Large.

State of Florida,
County of _____

On this day personally apperaed before me Albert Stone, to me well known, who being by me first duly sworn under oath, says:

My name is March 12 1913. I am employed on the Florida East Coast Railway. I am a colored man. I am engaged in train service, and while I am classified as a "Porter", I have been performing the same duties as the white men engaged in train service and classified as "Trainmen", Flagmen and "Brakemen", up to July 17th., 1919, at which time, one A. I Pooser, Superintendent of Transportation for said Railway issue an order to Passenger Conductors relieveing my self and others similarly situated, from performing duties of Trainmen; this order is Circular # 509, dated at New Smyrna, Fla., July 17th., 1919, a copy of which is attached hereto, marked "Exhibit A".

I was first employed by the Florida East Coast Railway, on or about March 1913, and have been performing the duties described in said circular #509 from the time I first entered the service of said Railway until the date of said order and in addition thereto have performed the following duties when called upon byb the conductor, to-wit: packing boxes, cutting offa and picking up express cars at Titusville and elsewhere, setting out and picking up Private Cars, assisting in making repairs, while on the road; putting on and taking off steam and air hose; assisting in loading and unloading baggage and assisting and looking out for convenience and safety of passengers; transferring U.S. Mials at every meeting point, and doing every thing else required by the Conductor to facilitate the movement of trains over the road safely and in accordance with schedules.

Furthermore, I invariably put in more than eifht hours per day, while on the runs assigned to me by said Company or the U.S. Railroad Administration. It is the practise on said Railway to relieve the conductor, baggageman, white flagman or white brakeman, after they have put in eight hours or else to pay them overtime, but I am not relieved at the time the other members of the crew are relieved, neither am I paid for any overtime put in by me over the eight hours specified in the Adamson Law as a day's work.

Up to June 1918, I received approximately $55.00 per month. Since that time I have been receiving approximately $77.50 per month, while the white brakemen, tarinmen and flagmen get a great deal more. As above stated, they only work eight hours per day and then are either relieved or get paid for their overtime, while I am compelled to stay on the train until it completes its run, and I get neither relief nor over time when I work more than eight hours per day. I am not complaining about being required to perform the same work as the white trainmen; I want to perform it and do everything in my power to get the trains over the road in safety and in accordance with schedules, but I do think, and feel that in justice to my self, I should receive the same rates of pay and work under the same conditions, as white men engaged on said Railway as Flagmen, Brakemen and Trainmen.

Albert Stone

Sworn to and subscribed before me this 27th day of August, A.D. 1919.

G W Corbet

Notary Public, State of Florida at Large.

State of Florida,
County of Duval,

On this day personally appeared before me Mutt Thompson, to me well known, who being by me first duly sworn under oath says:

My name is Mutt Thompson. I am employed on the Florida East Coast Railway. I am a colored man. I am engaged train service, and while I am classified as a "Porter" I have been performing the same duties as the white men engaged in train service and classified ass "Trainmen", "Flagmen" and "Brakemen", up to July 17th., 1919, at which time one A.I.Pooser, Superintendent of Transportation for said Railway issued an order to passenger Conductors relieving myself and others similarly situated , from performing duities of of trainmen; this order is Circular # 509, dated at New Smyrna, Fla., July 17, 1919, a copy of which is attached hereto, marked "Exhibit A"

I was first employed by the Florida East Coast Railway, on or about May 1917, and have been performing the duties described in said circular #509 from the time I first entered the service of said Railway until the date of said order and in addition thereto have performed the following duties and services when called upon by the conductor;to-wit;packing boxes, cutting off and picking up Express Cars at Titusville and elsewhere,; setting out and picking up Private Cars; assisting in making repairs, while on the road; putting on air and steam hose assisting in loading and unloading baggage and assisting and looking out for convenience and safety of passengers;transferring United States Mails at every meeting point, and doing every thing else required by the Conductor to facilitate the movement of trains over the road safely and in accordance with schedules.

Furthermore, I invariably put in more than eight hours per day, while on the runs assigned to me by said Railway Company or the U.S.Railroad Administration. It is the practise on said Railway to relieve the conductor, baggageman, white flag man or white brakeman, after they have put in eight hours or els to pay them overtime, but I am not relieved at the time the other members of the crew are relieved, neither am I paid for any overtime put in by me over the eight hours specified in the Adamson Law as a day's work.

Up to June 1918, I received approximately $55.00 per month. Since that time I have been receiving approximately $77.50 per month, while the white brakemen, trainmen and flagmen get a great deal more. As above stated, they only work eight hours per day and then are either relieved or get paid for their overtime, while I am compelled to stay on the train until it completes its run and I get neither relief nor overtime when I work more than eight hours per day.I am not complaining about being required to perform the same work as the whitetrainmen; I want to perform it and do everything in my power to get the trains over the road in safety and in accordance with schedules, but I do think and feel that in justice to myself,I should receive the same rates of pay and work under the same conditions, as white men engaged on said Railway as flagmen, brakemen and trainmen.

Mutt Thompson

Sworn to and subscribed before me this 23rd day of August, A.D.1919.

Elizabeth B. Shoemaker

Notary Public, State of Florida at Large.

State of Florida,
County of Duval,

On this day personally appeared before me Ben Burlack
666, to me well known, who being by me first duly sworn under oath says:

My name is Ben Burlack. I am employed on the Florida East Coast Railway. I am a colored man. I am engaged train service, and while I am classified as a "Porter" I have been performing the same duties as the white men engaged in train service and classified as "Trainmen", "Flagmen" and "Brakemen", up to July 17th., 1919, at which time one A.I.Spooner, Superintendent of Transportation for said Railway issued an order to passenger Conductors relieving myself and others similarly situated , from performing duities of of trainmen; this order is Circulmr # 509, dated at New Smyrna, Fla., July 17, 1919, a copy of which is attached hereto, marked "Exhibit A"

I was first employed by the Florida East Coast Rail way, on or about August 24 1912, and have been performing the duties described in said circular #509 from the time I first entered the service of said Railway until the date of said order and in addition thereto have performed the following duties and services when called upon by the conductor;to-wit;packing boxes, cutting off and picking up Express Cars at Titusville and elsewhere,; setting out and picking up Private Cars; assisting in making repairs, while on the road; putting on air and steam hose assisting in loading and unloading baggage and assisting and looking out for convenience and safety of passengers;transferring United States Mails at every meeting point, and doing every thing else required by the Conductor to facilitate the movement of trains over the road safely and in accordance with schedules.

Furthermore, I invariably put in more than eight hours per day, while on the runs assigned to me by said Railway Company or the U.S.Railroad Administration. It is the practise on said Railway to relieve the conductor, baggageman, white flag man or white brakeman, after they have put in eight hours or els to pay them overtime, but I am not relieved at the time the other members of the crew are relieved, neither am I paid for any overtime put in by me over the eight hours specified in the Adamson Law as a day's work.

Up to June 1918, I received approximately $55.00 per month. Since that time I have been receiving approximately $77.50 per month, while the white brakemen, trainmen and flagmen get a great deal more. As above stated, they only work eight hours per day and then are either relieved or get paid for their overtime, while I am compelled to stay on the train until it completes its run and I get neither relief nor overtime when I work more than eight hours per day.I am not complaining about being required to perform the same work as the whitetrainmen; I want to perform it and do everything in my power to get the trains over the road in safety and in accordance with schedules, but I do think and feel that in justice to myself,I should receive the same rates of pay and work under the same conditions, as white men engaged on said Railway as flagmen, brakemen and trainmen.

Ben Burlack

Sworn to and subscribed before me this day of August, A.D.1919.

Thomas S Carr

Notary Public, State of Florida at Large.

State of Florida,
County of Dade

On this day personally appeared before me, Jeff Jenkins to me well known, who being by me first duly sworn under oath says;

My name is Jeff Jenkins. I am employed on the Florida East Coast Railway. I am a colored man. I am engaged in train service, and while I am classified as a "Porter", I have been performing the same duties as the white men engaged in train service and classified as "Trainmen", "Flagmen" and "Brakemen", up to July 17th., 1919, at which time one A.I.Pooser, Superintendent of Transportation for said Railway issued an order to Passenger Conductors relieving myself and others similarly situated from performing duities of trainmen; the said order of said Superintendent Pooser being Circular " 509, dated at New Smyrna Florida, and dated July 17, 1919; a copy of which said order is next attached, marked "Exhibit A".

I was first employed by the Florida East Coast Railway Company, on or about April or May 1911, and have been performing the duties described in said Circular Order #509 from the time I first entered the service of said Company until the date of said order, and in addition thereto have performed the following duties and services when called upon by the conductor , to-wit; cutting off and picking up Express Cars at Titusville and elsewhere; setting out and picking up Private Cars; assisting in making repairs on the road; packing boxes, putting on air and steam hose;assisting in loading and unloading baggage and assisting and looking out for convenience and safety of passengers; transferring Unites States Mails at every meeting point, and doing everything else required by the Conductor to facilitate the movement of trains over the road safely and in accordance with schedules.

Furthermore, I invariably put in more than eight hours per day, while on the runs assigned to me by said Railway Company or the U.S.Railroad Administration. It is the practise on said Railway to relieve the Conductor, baggageman, while flagman or white brakeman, after they have put in eight hours or else to pay them over time, but I am not relieved at the time the other members of the crew are relieved, neither am I paid for any overtime put in by me over the eight hours specified in the Adamson Law as a day's work.

Up to June 1918, I received approximately $55.00 per month. Since that time I have been receiving approximately $77.50, while the white barakemen, trainmen and flagmen get a great deal more. As above stated, they only work eight hours per day and then are either relieved or get paid for their overtime, while I am compelled to stay on the train until it completes its run and I get neither relief or overtime when I work more than eight hours per day. I am not complaining about being required to perform the same work as the white trainmen; I want to perform it and do everything in my power to get the trains over the road in safety and in accordance with schedules, but I do think and feel that in justice to myself, I should receive the same rates of pay and work under the same conditions, as white men engaged on said Railway as flagmen, brakemen and trainmen.

Jeff Jenkins

Sworn to and subscribed before me at Florida, this 18th day of August, A.D.1919.

Nettie F. H. Nelson
Notary Public, State of Florida at Large.

My commission expires Sept. 18, 1922.

State of Florida,
County of Duval

Jessie Moore On this day personally appeared before me, _____ to me well known, who being by me first duly sworn under oath says;

My name is Jessie Moore. I am employed on the Florida East Coast Railway. I am a colored man. I am engaged in train service, and while I am classified as a "Porter", I have been performing the same duties as the white men engaged in train service and classified as "Trainmen", "Flagmen" and "Brakemen", up to July 17th., 1919, at which time one A.I.Pooser, Superintendent of Transportation for said Railway issued an order to Passenger Conductors relieving myself and others similarly situated from performing duities of trainmen; the said order of said Superintendent Pooser being Circular " 509, dated at New Smyrna Florida, and dated July 17, 1919; a copy of which said order is next attached, marked "Exhibit A".

I was first employed by the Florida East Coast Railway Company, on or about January, A.D. 1912, and have been performing the duties described in said Circular Order #509 from the time I first entered the service of said Company until the date of said order, and in addition thereto have perfomed the following duties and services when called upon by the conductor, to-wit; cutting off and picking up Express Cars at Titusville and elsewhere; setting out and picking up Private Cars; assisting in making repairs on the road; packing boxes, putting on air and steam hose; assisting in loading and unloading baggage and assisting and looking out for convenience and safety of passengers; transferring Unites States Mails at every meeting point, and doing everything else required by the Conductor to facilitate the movement of trains over the road safely and in accordance with schedules.

Furthermore, I invariably put in more than eight hours per day, while on the runs assigned to me by said Railway Company or the U.S.Railroad Administration. It is the practise on said Railway to relieve the Conductor, baggageman, while flagman or white brakeman, after they have put in eight hours or else to pay them over time, but I am not relieved at the time the other members of the crew are relieved, neither am I paid for any overtime put in by me over the eight hours specified in the Adamson Law as a day's work.

Up to June 1918, I received approximately $55.00 per month. Since that time I have been receiving approximately $77.50, while the white barakemen, trainmen and flagmen get a great deal more. As above stated, they only work eight hours per day and then are either relieved or get paid for their overtime, while I am compelled to stay on the train until it completes its run and I get neither relief or overtime when I work more than eight hours per day. I am not complaining about being required to perform the same work as the white trainmen; I want to perform it and do everything in my power to get the trains over the road in safety and in accordance with schedules, but I do think and feel that in justice to myself, I should receive the same rates of pay and work under the same conditions, as white men engaged on said Railway as flagmen, brakemen and trainmen.

Jessie Moore

Sworn to and subscribed before me at Florida, this 25th day of August, A.D.1919.

Robt Glenn Jones
Notary Public, State of Florida at Large.
My Commission Expires May 15, 1923

Form G-18

FILE NO.

UNITED STATES RAILROAD ADMINISTRATION

DIRECTOR GENERAL OF RAILROADS

SUBJECT:

E-38-11-a

MEMORANDUM MR. CARTER: September 9, 1919.

Attached hereto is brief drawn by Mr. R.E. Stillman of Jacksonville, Florida acting as solicitor for a number of colored men employed in porter service by the Florida East Coast Railway. Mr. Stillman was directed here by Senator Fletcher. After you have gone through this petition will you kindly formulate a letter advising Mr. Stillman of what action if any will be taken. I understand that these men are not members of any of the recognized orders.

M.B.C.

DIVISION OF LABOR.
SEP 10 1919

Index & S.C

E-38-11-A

September 24, 1919

Mr. R.E.Stillman, Attorney,
909 Bisbee Bldg.,
Jacksonville, Fla.

Dear Sir:

Referring to petition and supporting affidavits which were presented in the matter of application for compensation for back time and overtime for Florida East Coast Railroad colored train porters and request that they be placed under the provisions of the Adamson Eight Hour Law:

The question of application of Supplement No.12 to General Order 27 covering colored train porters is now in the hands of the Regional Directors and they have issued instructions to the Federal Managers of the different railroads that if train porters performed any of the duties set out in Supplement No.12 whether required to do so by the management or otherwise, the rates prescribed in the supplement shall apply but that it was entirely proper to restrict their duties to conform with Supplement No.12 if practicable to do so.

It is our understanding that these employees are not now required to perform the duties of passenger brakemen in view of the instructions issued in Circular 509 by Supt. of Transportation, Florida East Coast RR and that request is made for back pay for the time it is alleged they did perform such duties. I would therefore, suggest that this question be taken up by the train porters with their superior officer of the Company and endeavor to effect a settlement and failing in this have a joint submission prepared giving joint statement of facts and setting forth the contention of both employees and themanagement and signed by the employees or their representatives and the representatives of the management to be transmitted to the Division of Labor for presentation to the proper tribunal for consideration in accordance with Circular #3 and Supplement #6 to General Order 27, copies attached.

Form G-77

Relative to the request that these employees be considered as coming under the provisions of the Adamson Eight Hour Law, it is our understanding that the Supreme Court of the United States ruled when they made their decision on the constitutionality of the Adamson Eight Hour Law, that the men who were negotiating for this law and who were responsible for the bringing about the enactment of the same were the only ones that were covered by it.

Yours truly, H. P. Daugherty

11-AR

Asst.Director.

DIVISION OF LABOR.

R. E. STILLMAN
ATTORNEY AT LAW
1009 Bisbee Building
JACKSONVILLE, FLA.

Your File
E-38-11-A.

October II, 1919.

Hon. H.P.Daugherty, Asst. Director,
U.S.R.R.Administration, Washington, D.C.

OCT 14 1919

Dear Sir;

Absence from the city has prevented an earlier reply to your fav or of Sept. 24th., with reference to application for compensation for back time and overtime for Florida East Coast colored trainmen.

I have , as directed in your letter, filed a petition with the Federal Manager of the F.E.C.R.R., praying for the relief prayed for in petition now on file with you.

Will you not be kind enough to read this petition over again and advise me if your reference to the Adamson Eight Hour Law , contained in the last paragraph of your letter, is final. I would respectfully urge that in view of the nature of the services which these men have been call ed on to perform that they should come under that Law.

If I cannot get relief for these men from the Federal Manager of said Road, I will follow the instructions contained in the latter part of the third paragraph of your letter.

Thanking you for your interest in this matter and for informa tion furnished me, I am,

Very respectfully yours,

R E Stillman

RES/D

B-38-11-A-6

FILE

October Sixteenth,
Nineteen Nineteen.

Mr. R. E. Stillman,
Atty. at Law,
1009 Bisbee Bldg.,
Jacksonville, Fla.

Dear Sir:

Referring to your letter of October 11th, answering mine of September 24th, with reference to claim for compensation for back time and overtime for Florida East Coast colored train porters.

Regarding the third paragraph of your letter, we do not understand that train porters, when their duties are confined to those of train porters, come within the intent of the Adamson Eight Hour Law; but when these men are required to perform the duties of brakemen, they should be so designated and, therefore, would come within the provisions of the Adamson Law.

Yours very truly,

H. P. Daugherty

Assistant Director.

COPY

11/as

Form G-77

8675

E-38-11-A-6

DIVISION OF LABOR.

T. A. STILLMAN L. S. GAULDEN

STILLMAN & GAULDEN
ATTORNEYS AT LAW
1009-10-11 BISBEE BUILDING
JACKSONVILLE, FLA.

Your File
E-38-11-A-6

November 10th., 1919

Hon. H.P.Daugherty, Asst. Director,
U.S.R.R.Administration,
Washington, D.C.

NOV 13 1919

Dear Sir:

Request for Back Time and Overtime by F.E.C.R.R. Train Porters.

Referring to the above entitled matter, which is now pending before you, I beg leave to advise you that I handled the matter as directed in your letter of Sept., 24th.; that is to say, under date of October 7th., I sent to the Federal Manager of said Road, Mr. J.P.Beckwith, a petition similar to the petition filed with you. I requested him to advise me of his action on same. Later, in the course of a personal interview with Mr. Beckwith in his office in this City, I showed him your letter of Sept. 24th., and asked him to let me have some action in the matter and advise me of his decision, which he promised to do. On the first of this month, I again asked him personally what he intended to do in the matter and he stated that he would let me know the early part of the following week ; he also stated that he thought he would refuse to grant the relief prayed for and I asked him in the event he did so refuse, to kindly prepare a statement of his side of the controversy so that a joint statement could be furnished you according to your instructions to me. This he promised to do, but on the 6th., inst., I received a letter from him, which I enclose herewith, in which you will note that he not only refused to grant the relief prayed for but further refused to prepare a joint statement as directed by you.

You will note that Mr. Beckwith denies that these men did the work alleged in the petition, except in what he calls isolated cases, and then without knowledge of the conductors, while the Bulletin of Supt. Pooser, which is on file in your office , attached to the petition plainly states that "Porters are still required by Conductors to perform" etc., the duties outlined and described in the petition and in the Bulletin.

For your information, I would respectfully advise you that Mr. Beckwith has recently sent one of his assistants over the entire road and has secured a blanket statement from Conductors on this subject. What it contains, I do not know, but if this statement attempts to show that these men did not do the work alleged to have been performed by them, then the statement fails to speak the truth and was secured from the Conductors by intimidatory means.

I can do nothing further in this matter unless I can enlist your good offices towards requiring Mr. Beckwith to submit a joint statement. Won't you kindly see that he is required to do so without further delay ?

I do not believe that the Administration at Washington desires to do anything except to see that all of its employees

R. E. STILLMAN L. S. GAULDEN

STILLMAN & GAULDEN
ATTORNEYS AT LAW
1009-10-11 BISBEE BUILDING
JACKSONVILLE, FLA.

receive a fair deal, but unfortunately this view is not shared by some of the subordinate operating officials . In all of my dealings with the Administration at Washington, I have received fair and courteous treatment, but from Mr. Beckwith I have received mighty scant attention, and it has taken him a month to give me a direct answer of denial, when he could easily have handled the matter in a week.

In my opinion there is only one fair way in which the merits of this controversy can be established, and that is for the Administration to send an unbiased representative down heret to investigate the conditions on this road, and one who has the power to protect the Conductors when they tell him the truth . There is not one conductor on that entire line of road, but who knows that if he made any statement whatever contrary to what J.P.Beckwith told him to make, he would be discharged .

My clients are all negroes and because of this fact alone, Mr. Beckwith and his subordinates have imposed upon them shamefully. The only reason that the Pooser Bulletin was ever issued is because the operating officials learned that my clients were beginning to investigate their rights, and Mr. Pooser issued the Bulletin as pure camouflage, so that in the event he was ever called upon by the Administration he would have an alibi.

The statements in Mr, Beckwith's letter are untrue. He knows them to be untrue and if you will arrange for a hearing and subpoena Mr. Beckwith I will prove by him that his statements are untrue. These men have been compelled to do trainmen's duties ever since they were first employed on this road, and a number of them are still being required to perform them, and Mr. Pooser knows that they are doing so for he sees them doing so constantly.

My clients have been , and are still being, very shamefully treated. They are too weak and helpless to protect themselves from the impositions of Mr. Beckwith and some of his subordinates. Unless they can get relief and protection from the Administration at Washington, their cases are hopeless. Won't you kindly do whatever is in your power to see that they get justice ?

Thanking you for any assistance you can render us, I am,

Very repectfully yours,

R. E. Stillman

RES/D

1 Enc.

UNITED STATES RAILROAD ADMINISTRATION
WALKER D. HINES, Director General of Railroads

Florida East Coast Railroad

TRAFFIC AND OPERATING DEPARTMENTS
St. Augustine, Florida.

J. P. BECKWITH
FEDERAL MANAGER

November 5th, 1919.

Mr. R. E. Stillman, Attorney-at-Law,

Jacksonville, Florida.

Dear Sir:-

Referring further to claim of certain train porters on this Railroad, filed through you, I beg to advise instructions have been in effect on the Florida East Coast Railroad for a number of years that colored train porters were not to be required or permitted to perform any of the duties of a trainman, and my investigation shows they have not performed any such duties, except probably in isolated cases, and then without the knowledge of the conductor, and Superintendent of Transportation Pooser's instructions, quoted in the petition you send me was intended to correct these isolated cases.

I must, therefore, decline the claim of these train porters, filed through you.

As I have no instructions from the Administration relative to submitting a joint statement of differences of this kind, except when presented by committees representing regular organizations on this line, I will not be in position to submit a joint statement with you, unless so instructed by the Administration.

Yours very truly,

J. P. Beckwith

Federal Manager.

E-38-11-A-6

December 1, 1919.

Mr. R. E. Stillman,
1009 Bisbee Bldg.,
Jacksonville, Fla.

Dear Sir:

Referring to your letter of the 10th inst. relative to claim of the Florida East Coast Railroad train porters for back time and overtime, and attaching letter from Federal Manager Beckwith refusing to submit joint statement of differences.

For your information, the entire colored train porter situation has been thoroughly investigated and laid before the Director General personally, and he is giving same attention, and we hope a determination will be reached regarding this question in the very near future.

Yours very truly,

H. P. Daugherty

Assistant Director.

11/ax

RICHARD E. STILLMAN
COUNSELOR AT LAW
JACKSONVILLE, FLA.

E-38-11-106

PERSONAL

December 1, 1919.

Your File
E-38-11-A-6

DEC 5 1919

Hon. H.P.Daugherty, Asst., Director,
U.S.R.R.Admn., Washington, D.C.

Dear Sir:-

Request for Back Time and Overtime by F.E.C.R.R.Colored Train Porters.

On November 10th., I wrote you fully in the above entitled matter, advising you that I had followed your instructions in every detail, but was unable to get any further because of the refusal of Mr. J.P.Beckwith to handle the matter as directed by you. Up to the present time I have failed to receive a reply to this letter.

Won't you be kind enough to let me hear from you at once and if possible arrange for a speedy investigation of this matter along the lines requested in my letter of the 10th., of November ? Thanking you, I remain,

Very respectfully yours,

R E Stillman

E-38-11-A-6

December 10, 1919.

Mr. R. E. Stillman, Atty.,
909 Bisbee Bldg.,
Jacksonville, Fla.

Dear Sir:

I wish to acknowledge receipt of your letter of December 1st, relative to back pay and overtime for the Florida East Coast Railroad colored train porters.

On December 1st I wrote you, stating that the entire colored train porter situation is receiving the attention of the Director General, which no doubt has reached you by this time.

Very truly yours,

H. P. Daugherty

Assistant Director.

ll/ac

Form [illegible]

[illegible] STATES RAILROAD ADMIN[illegible]TION

DIRECTOR GENERAL OF RAILROADS

DIRECTOR G[illegible]

MR. [illegible]

FILE NO. [illegible]

SUBJECT: [illegible] Director General as to the grievances of the colore[illegible] various lines as to the application of Suppl[illegible]

Volume [illegible]

From [illegible]

To [illegible]

SOUTHERN REGION.

LOUISVILLE & NASHVILLE RAILROAD.

In the case of BYRD MAYES, L. & N. RAILROAD, under date of September 25th he states that he has been furnished with a switch key and ever since September 9th has been performing the duties of a passenger brakeman, but has not received pay as such -- and to substantiate his claim has attached copies of two circulars issued by R. L. Wise, Assistant Superintendent, Eastern Kentucky Division; one under date of August 9th, known as Circular No. 550, restricting the duties of train porters, as follows:

"Passenger Conductors &
Train Porters:

That there may be no misunderstanding of Supplement 12 to General Order #27, issued by the Director General of Railroads under date of December 2nd, 1918, I quote Section 1 thereof, showing trainmen's duties that would not be regularly assigned to the train porter without paying the train porter, trainmen's rate therefor:

'Employes in a passenger train crew, except conductor, collector and baggagemaster, qualified and regularly required to perform the following essential duties, will be designated as passenger brakemen or flagmen and paid accordingly:

(A) Inspect cars and test signal and brake apparatus for the safety of train movement.

(B) Use hand and lamp signals for the protection and movement of trains.

(C) Open and close switches.

(D) Couple and uncouple cars and engines and the hose and chain attachments thereof.

(E) Compare watches when required by rule.'

All other duties performed by the train porter as heretofore, it is assumed will not be interferred with by this order, and would be performed as duties of the porter, including helping with the packing of hot boxes, unscrewing and taking off defective hose and putting on new hose, but not the coupling and uncoupling thereof, handling baggage, announcing stations, helping passengers on and off the train, helping them with their baggage, keeping the coaches clean, keeping the cars supplied with water, aiding in caring for the lamps, etc.

Passenger Conductors and Train Porters will acknowledge on slip attached hereto their receipt and understanding of these instructions.

R. L. Wise,
Asst. Supt."

And the other dated September 8th, Circular No. 552, requiring them to perform brakeman duties, reading as follows:

Passenger Conductors:

Please cancel all previous instructions concerning the work to be required of train porters and be governed by the following:

It is not understood that the duties mentioned in Supplement No. 12 have ever been regularly assigned to train porters, but that they have been required in different instances to perform such work on the train at that particular time as the conductor might instruct.

You may, therefore, permit train porters to assist you in performing such work on your train as heretofore, to such an extent as you may find necessary, and you need not make any report pertaining to the service required of train porters.

R. L. Wise,
Assistant Superintendent."

SOUTHERN RAILROAD.

In the case of A. C. HICKS, porter, SOUTHERN RAILROAD, for back pay at brakeman's rate from June 1st, 1918 to July, 1919, when he left that road.

Mr. Coapman advises that they have never required porters to do any of the work he claims. They have, however, assisted in changing engines at Cameron Run and handling switches when necessary, either of their own accord or as an accomodation to other members of the crews, but it has not been a requirement of their position.

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In the case of LAWRENCE HARRELL and FIVE OTHERS, who are claiming back pay for services performed as passenger brakeman on the MOBILE DIVISION of the SOUTHERN RAILROAD up until July 29th, the date they were restricted to porter's duties only.

Mr. Coapman, in his reply, quotes letter dated April 7th to Regional Directors from Director, Division of Operation, giving instructions regarding application of Supplement No. 12 to train porters, reading as follows:

"The intent of this supplement is to require the payment of the brakeman's rate whenever the brakeman's duties are performed by the train porter. The Supplement plainly states that it shall not curtail the duties of the employes heretofore classed as 'train porters', so that there should be no question about these employes continuing to perform the train porter's work even though paid the brakeman's rate.

It has been understood in certain regions that on trains hav-

ing white brakemen or white flagmen and a negro porter, the porter should be paid only the porter's rate. This is proper providing the porter is not required to perform any of the duties of a brakeman. If he is required by orders of the management to perform the duties of a brakeman, notwithstanding there may be other brakemen or flagmen on a train, he should be paid the brakeman's rates.

In order to clearly cover the matter and avoid improper claims under this rule, instructions limiting the duties of train porters on trains where white flagmen or white brakemen are employed should be issued so that it may be clearly understood that the colored porter is not required to perform any of the duties of brakemen or flagmen. The instructions should be carefully worded so as to not relieve colored porters of the duty in flagging in an emergency or when the safety of the train requires that they do it."

and then he states his position as follows:

"With regard to the first paragraph of the above quoted letter, will state the train porters on Southern Railroad have never performed the duties of a brakeman. It is true that they have opened and closed switches but this was manual work performed under instructions of and in the presence of the engineer, the conductor or the flagman, the train porter himself never being allowed to do this unattended.

We are carrying out the intent of the second paragraph of the above quoted letter, in that on trains having a white brakeman or white flagman and a negro porter, the porter is paid only the porter's rate. We have always done this and continued doing so because the porter was never required by orders of the management to perform the duties of a brakeman.

With respect to the third paragraph. We issued instructions limiting the duties of train porters to such duties only. We did this under instructions, which at the time, and because of our policy, were not deemed necessary. The effect of carrying out instructions contained in the third paragraph has been a demand upon the part of the trainmen for an additional brakeman on each train."

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In the case of ALEX MARSHALL, who claims back pay for duties performed as a brakeman up to July 26th.

Mr. Coapman, in his reply, quotes Mr. Tyler's letter of September 7th above referred to, and takes the position as follows:

"Porters on Southern Railroad have never performed the duties of a train brakeman. While it is true that they have opened and closed switches,

this manual work was performed under the instructions and supervision of the engineer, the conductor or the flagman. In other words, when he opened the switch, the engineer supervised the work. When he closed the switch, the conductor or the flagman was on the ground and inspected the position of switch points when the negro threw the switch, which is a manual performance of the work. At no time was the porter left to perform this work alone, as is done when a flagman throws the switch.

In my judgment and because the porter was not required by orders of the management to perform the duties of a brakeman, as quoted in the second paragraph of the above letter, Alex Marshall has no claim for back pay.

Under date of September 29, General Manager Baker reporting upon this case states:

> "This man is employed as train porter and is required to perform only the duties of train porter; he is not required to perform any service of brakeman or flagman, so far as throwing switches, coupling cars and giving signals is concerned, and is being paid the rate designated for train porters.""

ATLANTIC COAST LINE RAILROAD.

In the case of ARTHUR B. HILL, secretary of an association of train porters on the ATLANTIC COAST LINE RAILROAD and J. W. Lyons, their attorney, in which it is claimed that train porters performed the duties of passenger brakemen from, and prior to, June 1st, 1918 until August 5th, 1919, when they were restricted to porters' duties only, and are contending for back pay up to that time.

They also submitted numerous statements signed by conductors, baggagemen and flagmen of the crews of which they are members to the effect that they are performing duties outlined in Supplement No. 12, and also numbers affidavits by the train porters themselves in line with the above.

Under date of June 6th Mr. Franklin wrote Federal Manager Delano as follows:

> "Please refer to your letters to Mr. Arthur B. Hill, 914 North 32nd St., Richmond, Virginia, of May 5 and March 8, with reference to the application of Supplement #12 to porters on trains where white brakemen are employed.
>
> I have looked over all the papers in my file in regard to this particular dispute and do not find that a denial has ever been made on the

part of the railroad officials that the porters in question were performing any of the duties of a brakeman. If they are performing any of the duties of a brakeman, regardless of the fact whether there is a white flagman on the train, they would be entitled to the application of Supplement #12 -- this in accordance with letter from the Director of the Division of Operation to Regional Directors under date of April 7, as per attached copy for your ready reference.

Will you please review this dispute in the light of Mr. Tyler's letter, and let me know if there is any reason why the supplement in question has not been applied as the situation would seem to demand."

Under date of June 12th Mr. Delano replied as follows:

"Replying to yours of the 6th instant, file E-38-11-a, in which you refer to my letters to Arthur B. Hill, Richmond, Va., having reference to application of Supplement No. 12 to porters on trains where white brakemen are employed.

I beg to say that we have applied and are applying Supplement 12 in strict accord with what we understand to be the directions of the Railroad Administration. There was been no occasion for denial on the part of the railroad officials that any of the porters in question are performing any of the duties of a brakeman. The following instructions were issued some time ago in connection with this matter:

On trains on which there is a white brakeman or flagman, the train porter will be paid only the porter's rates, provided he is not required by the orders of the Management to perform any of the brakeman's duties.

Where a colored train porter is required by the orders of the Management to perform the brakeman's duties, he is paid at brakeman's rates, even though there is a white flagman or brakeman on the same train.

On trains where there is no white brakeman or flagman, and the colored porter is required to perform the duties of the brakeman, he will be paid the brakeman's rate.

The enclosed copy of letter of instructions from the Regional Director will further explain the instructions under which we are handling this question. It is probably true that on occasions the colored porter is instructed by the conductor who is in charge of the train to perform certain duties that come within the scope of brakeman's duties, but wherever this is done it is not by authority or direction of the Management, and in cases of this kind the brakeman's rates are not applied. If the porters covered by the correspondence with Arthur B. Hill are performing any of the duties of a brakeman, and not being paid brakeman's rates, it is because the Management does not require these porters to perform the brakeman's duties.

Replying specifically to the last paragraph of your letter. Supplement 12 is being applied as the situation would seem to demand, and in line with Mr. Tyler's letter to which you refer."

also attaching letter to Federal Managers from Regional Director Winchell under date of April 11th, 1919, also quoted below:

"Referring to exchange of correspondence relative to application of Supplement No. 12 to General Order No. 27.

The intent of this Supplement is to require the payment of the brakeman's rate whenever the brakemen's duties are performed by the train porter. The supplement plainly states that it shall not curtail the duties of employes heretofore classed as 'train porters', so that there should be no question about these employes continuing to perform the train porter's work even though paid the brakeman's rate.

It has been understood in certain regions that on trains having white brakemen or white flagmen and a negro porter, the porter should be paid only the porter's rate. This is proper providing the porter is not required to perform any of the duties of a brakeman. If he is required by orders of the management to perform the duties of a brakeman, notwithstanding there may be other brakemen or flagmen on a train, he should be paid the brakeman's rates.

In order to clearly cover the matter and avoid improper claims under this rule, instructions limiting the duties of train porters on trains where white brakemen or white flagmen are employed should be issued so that it will be clearly understood that the colored porter is not required to perform any of the duties of brakemen or flagmen. The instructions should be carefully worded so as to not relieve colored porters of the duty of flagging in an emergency or when the safety of the train requires that they do it.

Kindly acknowledge receipt and understanding."

Under date of September 8th Mr. Daugherty wrote to Federal Manager Delano as follows:

"Mr. John L. Long, an attorney from Richmond, Va., who represents the train porters of the A.C.L. RR, accompanied by Mr. Arthur B. Hill, an A.C.L. train porter and secretary of the Train Porters Association of the A.C.L. called on me today and explained that in accordance with instructions they had received from the Division of Labor and in accordance with Supplement No. 6 to General Order No. 27 requested an interview with you for the purpose of adjusting the claims of their members who are performing the duties as set forth in Supplement No. 12 to General Order No. 27 and were referred to Mr. Albright, General Manager and were given to understand that he had full authority in the matter.

They say Mr. Albright states the position of the management about as follows:

> "The colored train porters are not to be classified as brakemen because they have none of the responsibilities of brakemen and they are never disciplined for failure in the performance of their duties. There is no issue between the management and the train porters. They know our terms and they can accept them or quit. Article XI of General Order 27 is disregarded because the colored man of the South has a place and must be kept in his place."

My understanding is that these men contend that they have been required to perform the duties as set forth in Supplement No. 12 and that they are

therefore entitled to the same compensation as white brakemen, in accordance with the provisions of General Order No. 27 and Supplement 12. I further understand that about August 5, 1919 instructions were issued which restricted the duties of the colored train porter and that they are not now required to perform the duties of brakeman but they contend they did perform these duties from June 1, 1918 to August 5, 1919 and are entitled to back pay for same.

Will you not investigate the matter and advise whether or not these men did as they claim, perform these duties from June 1, 1918 to August 5, 1919 and whether or not they are, in your opinion, entitled to back pay as claimed and also why General Manager Albright declined, if he did, to join the representative of the train porters in submitting the matter to the Division of Labor as provided in Supplement No. 6 to General Order 27?

I will appreciate it if you will give this prompt attention as these men are complaining bitterly of the delay and expenses they have been put to in trying to bring about an adjustment of the matter."

to which Federal Manager Belano replied, under date of September 25th, as follows:

"Replying to your letter of September 8th, in regard to your conference with Mr. John L. Long and Arthur B. Hill, who stated they were representing the train porters of the A.C.L. R.R.

Our General Manager advises that he did have a talk with Mr. Long in regard to this matter and that, while he stated to Mr. Long that colored train porters are not classified as passenger brakemen because they have none of the responsibilities of passenger brakemen, he did not state that they were never disciplined for failure in the performance of their duties. He did say to Mr. Long that Supplement No. 12 has been applied in accordance with our understanding of its provisions and the instructions we had received, which instructions, you understand were from the Regional Directors."

The General Manager further advises that he did not make the statement "They know our terms and they can accept them or quit", nor did he state that "Article VI of General Order 27 is disregarded because the colored man of the South has a place and must be kept in his place." He did state that it would be better for the colored man in the South to confine himself to the line of work in every field of endeavor which was open to them and intelligently apply his energies to the work that he was permitted to do.

I have recommended strongly to the Regional Director, knowing the conditions so well in our territory, that negro train porters should not be given the same rate of pay as white brakemen on passenger trains and I wish to say that in our territory, white brakemen have never been used on our passenger trains and that the term is one applied on Northern, Eastern and Western roads nearly altogether. The crew back of the engine on our passenger trains, consists of Conductor, Baggageman, Flagman and negro Porter.

We have no rules prescribing duties in connection with the movement and handling of passenger trains for negro porters of the nature prescribed in

Supplement 12, and while it may be possible that they perform some of these duties occasionally, it is at the direction of the Conductors, and this fact should not make it obligatory to rate them the same as "white Brakemen and flagmen" who share with the Conductor the responsibility for proper protection and operation of the train.

We think that it would be a mistake to consider the back payments, which seems to be all that is involved, as this would require an expenditure of over $100,000.00 and would have a very serious effect on the general negro employment situation on our line and we do not feel that it was the intention of Supplement No. 12 to make the increases referred to for these men, who are employed simply as servants of the train.

Recommendation as to settlement of this question, by granting a flat increase to the negro train porters, over and above the provisions of General Order No. 27, have been made to Mr. Winchell. You understand that Supplement 12 has been applied to all porters who performed the duties of brakemen and the recommendation above referred to was for the porters who are not required to perform the duties prescribed in Supplement No. 12, and have no responsibility in connection with the movement of the train. The negroes in train service who received the application of Supplement No. 12 were those on trains where no flagmen were employed.

Mr. Albright did decline to join Mr. Long in submitting a question jointly, for the reason that there was no evidence that Mr. Long was the accredited representative of the train porters, and further, two or three porters have written to us previously that they were the accredited representatives of the porters, and in addition, prior to Mr. Long's visit, one J. W. Lyons, signing himself as "Counsel for porters main line A.C.L. R.R." and again as "Atty for main line porters, ACL" had written a number of letters on the same subject.

We have no advice that either of these parties actually are the authorized representatives of the porters and we are constrained to believe that much of the handling that has been given this question by the porters is at the instance of parties who wish to profit by the procurement of back pay for the negroes.

Referring to that portion of your letter relative to restricting the duties of colored train porters. Under date of May 8th, 1919, instructions were issued, by letter and verbally to division officers, directing the classification under Supplement No. 12 and to see to it that the porters were not required, on trains where they were paid only the porters' rates, to perform other than the porters' duties, except in cases of emergency and later, on July 12th, instructions were re-issued in accordance with advices from the Regional Director -- see his letter of July 9th, 1919, copy attached."

to which he attached copy of Regional Director's letter of July 9th, as follows:

"Reports which have come to me concerning the application of Supplement 12 to General Order 27 have led me to believe that too much stress has been put upon what is termed "The orders of the Management" as referred to in my letter of April 11th.

The whole question, in its last analysis, is one of fact, i.e., if the porters do perform any of the duties set out in Supplement 12, whether re-

quired to do so by the Management or otherwise, the rates prescribed in that Supplement shall apply. It is entirely proper to restrict their duties to conform to Supplement 12, if it is practicable to certainly do so, but it will be your duty to give this matter such supervision and check as will enable you to determine what duties are actually being performed by the porters and to pay them accordingly. Please acknowledge receipt."

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In the case of M. W. WALTON, who claims back pay from January 1st, 1918 to July 22nd, 1919, when he was relieved from performing the duties of head-end brakeman and switch key taken from him -- services performed on the ATLANTIC COAST LINE RAILROAD.

This claim was taken up with Federal Manager Delano for investigation, who, under date of August 20th, replied as follows:

"Replying to yours of the 8th inst., file E-38, in regard to complaint of M. W. Walton, colored train porter, Jacksonville:

On the run to which this porter is assigned we have white flagman. The duties he refers to are the duties of the white train employes, as prescribed by our Standard rules. Any service connected with the actual movement of the train which he might perform would be under the personal direction of the Conductor or Flagman, and not at the direction of the Railroad.

I might add, and you are perhaps aware, this question of pay of the negro train porters in this territory is being handled through the Regional Director with Washington."

Mr. Franklin then wrote Mr. Delano under date of September 9th as follows:

"This will acknowledge receipt of your letter of August 20th with regard to the complaint of M. W. Walton, colored train porter with reference to the application of Supplement No. 12.

I note the last paragraph of your letter in which you state that the question of pay of negro train porters in this territory is being handled through the Regional Director with Washington. I wish to inquire what your understanding is with regard to the phases of the application of the supplement in question are under discussion and why it has not been possible with the instructions issued by the Division of Operation to apply the wage order without further delay or discussion."

and in turn received the following reply from Mr. Delano, September 25th:

"Replying to your letter of September 9th, file E-38, in further reference to complaint of M. W. Walton, colored train porter, in connection with the application of Supplement No. 12.

We have no rules prescribing duties in connection with the movement and handling of passenger trains for negro porters of the nature prescribed in Supplement 12, and while it may be possible that they perform some of these duties occasionally, it is at the direction of the Conductors and

this fact should not make it obligatory to rate them the same as "white brakemen and flagman" who share with the Conductor the responsibility for proper protection and operation of the train. In our territory, white brakemen have never been used on our passenger trains and the term is one applied on Northern, Eastern and Western roads nearly altogether. The crew back of the engine on our passenger trains, consists of Conductor, Baggageman, Flagman and negro Porter.

We are constrained to believe that much of the handling that has been given this question by the porters is at the instance of parties who wish to profit by the procurement of back pay for the negroes. We think that it would be a mistake to consider the back payments, which seems to be the main question involved, as this would require an expenditure of over $100,000.00 and would have a very serious effect on the general negro employment situation on our line and we do not feel that it was the intention of Supplement No. 12 to make the increases referred to for these men, who are employed simply as servants of the train.

I have recommended strongly to the Regional Director, knowing the conditions so well in our territory, that negro train porters should not be given the same rate of pay as white brakemen on passenger trains -- but that they be granted a flat increase, over and above the provisions of General Order No. 27. You understand that Supplement No. 12 has been applied to all porters who performed the duties of brakemen and the recommendations above referred to are for the porters who are not required to perform the duties prescribed in Supplement No. 12, and have no responsibility in connection with the movement of the train.

Under date of May 8th, 1919, instructions were issued by letter and verbally, to Division officers, directing the classification under Supplement No. 12 and to see to it that the porters were not required, on trains where they were paid only the porters' rates, to perform other than the porters' duties, except in cases of emergency and later, on July 12th, instructions were re-issued in accordance with advices from the Regional Director -- see his letter of July 9th, 1919, copy attached."

To which he attached copy of instructions to Federal Manager, under date of July 29th, 1919, also quoted below:

"Reports which have come to me concerning the application of Supplement No. 12 to General Order 27 have led me to believe that too much stress has been put on what is termed "The orders of the Management" as referred to in my letter of April 11th.

The whole question, in its last analysis, is one of fact, i.e., if the porters do perform any of the duties set out in Supplement 12, whether required to do so by the Management or otherwise, the rates prescribed in that Supplement shall apply. It is entirely proper to restrict their duties to conform to Supplement 12, if it is practicable to certainly do so, but it will be your duty to give this matter such supervision and check as will enable you to determine what duties are actually being performed by the porters and to pay them accordingly. Please acknowledge receipt."

Now in the case of A. W. SANDERS and OTHER train porters on the G.M.& N. RAILROAD, claiming back pay for the time that they were required to perform the duties of passenger brakemen. He states that when he was employed on this road he was given a permit to learn the road and all necessary duties under the conductors, such as hand and lamp signals, handling switches and derails, and whistle signals when flagging, and after he was O.K.'d by the conductor and sent back to the office of the train master, who examined him as to what he had learned, also regarding Rule No. 99; and after he had passed the train master's examination he was given a key and lantern, for which he was charged $1.50 apiece; and that on May 10th a bulletin was issued restricting porters' duties to that of porter only.

In taking the matter up with the Federal Manager, he replied that an investigation was made by General Manager Owen, who had Sanders come to Mobile in order that the matter might be brought to a final conclusion.

He states that it developed that Sanders' contention that he had to pass a thorough examination and qualify as a brakeman - in the meantime performing the duties of a brakeman while employed as a porter - was not substantiated by the records. He was, however, required to undergo a physical examination; and his statement that he had been instructed by the train master on the New Albany Division to do all the head-end work and handle the switches was also found to be erroneous.

He further states that if, as claimed by Sanders, since his employment in January, 1918 as a porter he performed any of the duties of brakeman or flagman, it was of his own volition and without authority, and under the circumstances, he could not see where Sanders was entitled to any additional compensation. He states, however, that Sanders was required to undergo a physical examination.

We notified Sanders of the attitude of the management, and he replied and again stated that he was required to take an examination covering the duties of brakeman, and that it was not of his own volition, and also that when a porter could not perform these duties he was dismissed from the service.

He also gives the names of three conductors and asks that they be called upon for information in regard to his claim; and also refers to Mr. R. L.Walls, General Chairman, Grievance Committee of the B.R.T., who, he states, will be glad to give information along this line; and as further proof that he was required to perform brakeman's duties enclosed the following letter, dated July 14th addressed to himself and three other train porters, and signed by Train Master W. R. Adams, reading as follows:

"You will call at my office on your first trip into New Albany and bring switch keys, as I desire to take these keys up, and will allow you refund for the amount paid."

SEABOARD AIR LINE RAILROAD.

In the case of J. W. TAYLOR and OTHERS on the SEABOARD AIR LINE RAILROAD; they claim that they were required to perform the duties of passenger brakemen and notwithstanding orders issued restricting them to the duties of porters only, they are still required to do the head-end work, and on September 10th made affidavit to that effect.

He also called at the office a short time ago and stated that they were still required to do the work, and that they were also required to sign circulars and orders relative to the abrogation and substitution of Standard Rules and Regulations, and at our request sent us a copy of Circular No. 11 dated August 5, 1919 issued by the General Manager, which was addressed to all concerned, relative to Rule No. 99 Book of Rules and also abolishing general instructions "Q" and "R" of current time-table and substituting new instructions.

In connection with this case, as quoted below, correspondence between Federal Manager Harahan and myself began with my letter dated August 15th, 1919.

"Please refer to your letters of June 30th and July 23rd answering ours of June 7th and July 19th last, relative to complaints from train porters on the S.A.L. regarding nonapplication of Supplement No. 12 to General Order 27.

You stated in your ~~fiftt~~ letter mentioned above that the situation had become so acute that you had recommended to the Regional Director that the porters be paid an additional $25. per month which you thought would meet with general satisfaction if promptly handled, otherwise you were afraid Supplement No. 12 would have to be applied.

To date we have no advice as to what disposition was made of the matter and I shall thank you to please advise if anything definite has been developed.

We are just in receipt of several communications in which colored train porters reiterate that they are performing the duties of passenger train brakemen as outlined in Supplement No. 12 and which they claim they are performing by direction of the Division Superintendent of the S.A.L."

to which Mr. Harahan replied under date of August 19th:

"I beg to acknowledge receipt of yours 15th inst., file E-38-11-A, relative to complaints from colored train porters on S.A.L. about nonapplication of Supplement No. 12, to General Order 27, and to advise that I have not as yet received any instructions from the Regional Director as to what disposition should be made of the matter. I am sending Mr. Winchell copy of your letter."

Mr. Winchell's letter of August 28th to Mr. Harahan, copy of which was furnished to me.

"I am in receipt of yours of the 19th, file 16504-B enclosing copies of correspondence with Mr. Daugherty about the application of Supplement 12

to passenger train porters on the S.A.L.

I do not understand your letter to Mr. Daugherty, because very definite instructions have been issued that Supplement 12 to General Order 27 is to be applied where porters perform any of the duties set out in that supplement.

My instructions have been so explicit and positive that I did not imagine there could be any misunderstanding as to what is required, and I am, therefore, not sure that you meant to say just what you did say to Mr. Daugherty.

In connection with your recommendation that the wages of the porters be increased $25. per month, I wish to advise that this is the subject matter of correspondence with Washington, and you will be advised promptly when the matter has been disposed of. This, however, must not be permitted to have any bearing on the instructions which have already been issued as to the application of Supplement No. 12."

My letter of September 4th to Mr. Harahan:

"Referring to your letter of August 19th last, file 16504-B acknowledging my letter of August 5th relative to complaint from colored train porters on the S.A.L. as to nonapplication of Supplement No. 12 to General Order 27 and advising that you had not as yet received any instructions from the Regional Director as to what disposition should be made of the matter and that you had sent a copy of my letter to Mr. Winchell.

I would like to call your attention to Mr. Winchell's letter of August 28, 1919, addressed to you, his file-3, carbon copy of which was sent to me in which he states that very definite instructions had been issued that Supplement No. 12 is to be applied where porters perform any duties set out in that supplement and that your recommendation that the wages of the porters be increased $25. per month must not be permitted to have any bearing on the instructions which have already been issued as to the application of Supplement No. 12.

I am just in receipt of an affidavit made by John W. Taylor, before a Notary Public at Tampa, Fla., August 29, 1919 and am attaching copy in which you will note he states that the colored train porters are performing the duties of passenger brakemen on the SAL by order of the management.

In view of the above it appears to me that these men are entitled to the compensation provided for in Supplement No. 12, that of passenger brakeman and back pay at same rate, and I will appreciate it very much if you will have this matter again investigated and advise me at your earliest convenience whether or not these men will be paid accordingly."

Mr. Harahan's reply of September 22nd:

"In reply to your letter of September 4th, file E-38-11-a, in regard to complaint from colored train porters.

Notwithstanding everything that has been said to you, I have not yet received instructions from Mr. Winchell on this subject, but, in accordance with a letter from him dated July 28th, the whole matter is being held in abeyance until he obtains a ruling from Washington. I shall be very glad indeed to have instructions on the subject."

Federal Manager Harahan also called at my office September 27th, regarding the colored train porter situation, and stated that there was to be a meeting of Federal Managers at Atlanta on October 1st, when he thought something definite would be developed in regard to colored porters, and promised to wire me the result of this conference, which he did on October 3rd as follows:

> "Our conversation regarding porters. Meeting of Federal Managers had at Atlanta October 1st, consensus of opinion was that porters could and should be required to do only porters work and that therefore it was not permissible to pay them brakemen's wages A-19."

and also sent a letter regarding same October 3rd as follows:

> "Referring to my telegram to you, regarding pay for colored train porters.
>
> As I advised you in that telegram, at meeting of Federal Managers held at Atlanta on Wednesday, October 1st, this subject was thoroughly discussed and it was the practically unanimous opinion of the Federal Managers that we could require that train porters do only the work which is covered by the pay for such positions.
>
> I am sure this is going to create much dissatisfaction."

SOUTHWESTERN REGION.

ST. LOUIS * SAN FRANCISCO RAILROAD.

In the cases of N. C. COLLINS, WILLIAM HILL and J. W. GEORGE, who claim back pay for services performed as passenger brakemen on the St.L. & S.F. RAILROAD.

Mr. Pyeatt, in his replies, stated that these were cases of porters doing brakeman's work prior to the issuance of Supplement No. 12, but that their duties are now strictly those of a porter, and that their instructions are clear in such cases that no back pay will be allowed.

Mr. Pyeatt attaches copy of Regional Director Bush's instructions to Federal Managers under date of April 15th, in which he quotes Mr. Tyler's instructions under date of April 7th, and states that the intent of Supplement No. 12 is that train porters on passenger trains required to perform the duties mentioned in the Supplement should be designated as passenger brakemen or flagmen, and be paid the same rates and under the same conditions as apply to white brakemen. On roads where white brakeman is not employed the rates and overtime rules shall be those paid on the minimum paid contiguous road, also that the payment of brakeman's rates and application of brakeman's working conditions will not curtail any of the duties heretofore performed by porters, and that they

they would be expected and required to do the same porter work, keeping cars clean, etc. as formerly, and that the designation of such employes as passenger brakemen would not place them on the seniority list with white brakemen.

He also instructed that the necessity for porters performing the work of passenger brakemen or flagmen should be looked into, and where it was practicable to confine their work to porter work only; also that care should be used in issuing orders limiting their duties in order to avoid having to put on additional white brakemen.

He also stated that on branch lines or light runs where a brakeman and porter are now employed, that the duties of the porter may be limited to porter's work, and thereby avoid payment of the brakeman rate. However, nothing in the letter should be construed to take away from the road the right to require train porters to flag - the same as any other employe of the railroad - in emergency or when the safety of the train requires it.

He further states that the Supplement becomes effective as of June 1st, 1918, and backtime should be allowed only to such train porters as are hereafter designated as passenger train brakemen or flagmen.

KANSAS CITY SOUTHERN RAILROAD.

In the case of LOUIS MIMS, claiming back pay for services rendered on the KANSAS CITY SOUTHERN RAILROAD.

Federal Manager Edson, in his reply, states that Mims was discharged from the service in February, 1919, and refers to instructions that Supplement No. 12 to General Order No. 27 became effective on June 1st, and back time should be allowed only to such train porters as were after that time designated as passenger train brakemen and flagmen.

Mr. Lewis W. Fairchild, President of the Protective Order of Railwoad Trainmen in America, accompanied by Mr. C. St. Clair, called at my office October 13, 1919, in regard to wage adjustment for colored trainmen in the Southwest Region, and while discussing the subject with them the following was developed:

TEXAS & PACIFIC RAILROAD.

The Texas & Pacific Railroad are paying all colored train porters brakeman's rate of pay.

MISSOURI, KANSAS & TEXAS RAILROAD

The M. K. & T. Railroad, on main and branch lines are paying the colored train porters brakeman's rate of pay.

INTERNATIONAL AND GREAT NORTHERN RAILROAD.

The International & Great Northern Railroad are now paying the colored porters brakeman's rate of pay.

MISSOURI PACIFIC RAILROAD.

On the Missouri Pacific Railroad, on all their main lines they are paying colored porters brakeman's rate of pay; but on branch lines they are not doing this, and the porter is classified as "Restricted" porter and receives $65.00 per month. The train crew on branch lines consists of a conductor, white baggageman, colored flagman and colored train porter. The train porter is required to do the head-end work, for which he is paid the train porter's rate of pay; while the colored flagman is paid the brakeman's rate.

There has been no back time paid on any of the branches for the period during which colored porters performed the head-end work, with the exception of the BELMONT BRANCH, on which they state they paid back time to the porters up until they were restricted.

--- SOUTHERN PACIFIC LINES EAST OF ELPASO ---

HOUSTON EAST & WEST TEXAS RAILROAD.

On the Houston East & West Texas Railroad, colored men who were hired as brakemen have had their duties "restricted" to that of porter, and while instructions have been issued relieving them from performing the brakeman's duties except in emergency, some of the conductors require them to perform the head-end duties, the same as in the past; and these colored train porters consider the conductor their superior officer, and understand that they

must comply with his instructions. Some of these men have been in the service since the road was put in operation.

They claim that they have been examined on the Book of Rules, and that men out of San Antonio are still required to take examination, but men out of Houston and New Orleans have not had examination that they know of.

GALVESTON, HARRISBURG & SAN ANTONIO RAILROAD.

On the VICTORIA BRANCH of the Galveston, Harrisburg & San Antonio Railroad, colored train porters have always been required to do the head-end work, and some of them have been in the service 35 years and have had their duties restricted to that of train porter. They have all received back pay under General Order No. 27 with the exception of two men, A. F. Billups and I. Bland, who have never received any back pay. They have received no back pay under Supplement No. 16.

TEXAS AND NEW ORLEANS RAILROAD.

On the BEAUMONT BRANCH of the Texas & New Orleans Railroad, the porters have been restricted, as in the case of the Victoria Branch of the Galveston, Harrisburg & San Antonio Railroad.

LOUISIANA WESTERN RAILROAD.

On the ALEXANDRIA BRANCH of the Louisiana Western Railroad from Lake Charles to Alexandria, the same conditions obtain.

HOUSTON AND TEXAS CENTRAL RAILROAD.

On the Houston & Texas Central Railroad BETWEEN DALLAS AND DENNISON TEXAS similar conditions obtain.

--- SOUTHERN PACIFIC LINES WEST OF EL PASO ---

On the Southern Pacific lines WEST OF EL PASO, where they have two white brakemen and colored porter in addition, the porter is classed as Chair Car Porter and paid $75.00 per month, received bed and board free while on duty, and is used extra in the Dining Car Service. The Chair Car Porters wear a white coat and perform only porter's duties, such as keeping the car clean, looking after the comfort of the passengers, helping them on and off trains, looking after the lighting of the trains, etc., while the porter on the lines EAST OF EL PASO is required to do the head-end duties in connection with porter's duties, and only receives $55.00 a month, which they think is inconsistent.

SAINT LOUIS-SAN FRANCISCO RAILROAD.

On the Frisco Railroad, they claim that at the time the Colored porters were re-classified the men that were classified as brakemen received back time, while the ones that were classified as porters and restricted received no back time for the period in which they claim to have performed the head-end work.

H. P. Daugherty.

11/az

COPY

June 21, 1919.

For the Director General:

I herewith file with you an original communication addressed to you and signed by T. A. Keith, a colored passenger train porter, who has recently been dismissed by the Trainmaster on the Memphis Division of the Southern Railroad, for the reasons set forth in the attached copy of letter that I have just addressed to Federal Manager Coapman.

Accompanying Mr. T. A. Keith were two colored passenger train porters from the Washington Division, named W. H. Bannaker and William C. Turner. The latter two had no information and made no presentation of Keith's dismissal, or the practice on the Memphis Division, but all three of the committee said that there was an apparent understanding by the Federal Managers of all the Southern Railroads that Supplement No. 12 to General Order No. 27 would not be observed.

It is stated that on some railroads, bulletins have been posted, relieving colored train porters of some of the work set forth in Supplement No. 12. They say that this is done unfairly, for the specific purpose of refusing them the increase in wages provided by Supplement No. 12. They say that on the Southern Railroad and other railroads in the Southeastern District, without changing their present duties, which are covered in Supplement No. 12, no attempt has been made to pay the wages as provided in Supplement No. 12.

Keith says that the Illinois Central Railroad and the St. Louis-Southwestern Railroad have placed Supplement No. 12 in effect, but as these railroads are considered "Western" it would appear that the understanding, if there is such an understanding, is confined to Federal Managers in the Southeastern District.

If any orders have been issued by the Railroad Administration abrogating Supplement No. 12, I have never had any information to that effect, and I am going to ask you to please ascertain if any such orders have been issued, so that it can be publicly known that Supplement No. 12 has been abrogated by the Director General. On the other hand, if this is simply a determination on the part of certain Southeastern railroads to disregard the circular, I recommend that you address a communication to the Federal Manager of that district, requiring that Supplement No. 12 be adhered to and without evasion.

The reason I make this recommendation is that representatives of colored associations have occasionally called upon me and have, in a general way, expressed the opinion that the Director General did not intend to carry out his orders as they affect colored passenger train porters.

W D H COPY -2 6/21/19

I have denied this in every instance, and have suggested that they file specific cases.

One of the representatives of the Southeastern colored men, who has been here on two occasions, is a Mr. Lyons, who was formerly Registrar of the Treasury, and whose name used to appear on United States currency. He seems to be a very able man, and he, without citing any specific instance, expressed the opinion that officers of the Railroad Administration were not carrying out the orders of former Director General McAdoo in Supplement No. 12.

The reason I have not brought this to your attention before is that I have not had any specific statement, as herein set forth.

W. S. Carter.

Enc.
1-MBB

COPY

June 21, 1919.

Mr. E. H. Coapman,
Federal Manager, Southern R.R. Lines,
Southern Railroad Bldg., Washington, D. C.

Dear Sir:

Mr. T. A. Keith, colored passenger train porter on the Memphis Division of the Southern Railroad, from November 1, 1910 to June 9, 1919, when he was discharged from the service, appeared here today and has filed a letter addressed to the Director General protesting against his dismissal.

He alleges that the division officials on the Memphis Division have deviated from the general rules of the Southern Railroad to the extent that colored passenger train porters are not being treated justly. Among his complaints are the following:

(1) The Trainmaster on the Memphis Division of the Southern Railroad has deviated from the general practice on that railroad by requiring colored passenger train porters to clean the lamps for white flagmen, and take water for the white firemen.

(2) A bulletin was posted at points on the Southern Railroad, stating that all employes required to have summer uniforms must supply themselves by June 15, 1919, or they would be taken out of the service. He, (Keith) in carrying out the provisions of this bulletin, purchased a new pair of trousers and a new cap -- his coat from last season being in good condition.

Upon equipping himself with the new uniform, and while serving as a colored passenger train porter on trains 35 and 24, Memphis Division, he refused to climb up on the tank and take water for the fireman, because (he says) he wanted to keep his uniform clean and tidy in accordance with the regulations of the Southern Railroad.

He states that he was discharged by Trainmaster Woodall, at Sheffield, Ala., on the middle of the run of Train 24 on June 9, 1919.

Keith contends that he should not have been dismissed, as the work required was not the work of a train porter, as fixed by the printed rules of the Southern Railroad Company, and that to have done this work would have required him to either purchase new uniforms at short intervals or else to have used dirty uniforms while serving as a train porter.

COPY

Keith asks that he be reinstated, with pay for time lost on account of his dismissal.

I have said to him that although his letter was addressed to the Director General, I would take this matter up directly with you as Federal Manager of the Southern Railroad, and ask that you investigate the facts connected with this case, and if you believe that an injustice has been done, I was sure you would have him reinstated and not permit a Trainmaster on a single division to deviate from the printed rules of the Company, describing the duties of train employes, and dismiss a man after eight years of service without good and sufficient cause.

The fact that a colored train porter has no organization or committee to handle his grievances led the Director General early in the year 1918 to say to the Director of the Division of Labor that he wanted him to handle the grievances of these employes who were otherwise helpless, and in accordance with these instructions I have handled a large number of such grievances.

Because of the peculiarity of cases of this character, I have usually taken the matter up directly with the Federal Manager, & usually the Federal Manager has become so interested in the matter that justice always has been done. I make this statement without any knowledge of the merits of this case other than communicated in the letter from T. A. Keith to the Director General.

I shall be greatly obliged if you will have this investigation made and advise me as promptly as practicable of what you think of the case.

Yours truly,

(Sgd) W. S. Carter,

1-MBB

COPY

June 24, 1919.

For the Director General:

Since sending you my memorandum of June 21st to which is attached communication of T. A. Keith, all with regard to what appears to be the fact, that Supplement No. 12 to General Order No. 27 is not being applied on the Southwestern Railroads, I have taken this matter up with Mr. Franklin, my Assistant, and find that he has voluminous files upon this same subject which he has handled and which I had not seen.

It appears now, after reading all of the files, that after the issuance of Supplement No. 12, giving brakemen's pay to colored train porters when they perform brakemen's work, the matter was taken up by the Regional Directors with Mr. Tyler. I do not know what was said to the Regional Directors but for several months after the issuance of Supplement No. 12 it seemed that on some roads the Supplement was applied and on other roads it was not applied. I understand that the Southwestern Railroads in some instances do apply the order. In any event, I find a copy of a letter addressed to the Regional Directors by Mr. Tyler, a copy of which I attach hereto. My understanding of Mr. Tyler's memorandum is my understanding of Supplement No. 12. I understand from Mr. Tyler's memorandum that there is nothing in Supplement No. 12 that would curtail the duties of employes heretofore classified as train porters; that on the trains having white brakemen and white flagmen and in addition thereto a negro porter performing only porter's work he would receive only porter's pay, but if he was required by the road to perform any of the duties of a brakeman he should be paid brakeman's pay. In order to clearly cover the matter and avoid improper claims under this rule instructions defining the duties of those who are white brakemen or white flagmen should be issued, creating a clear understanding that the colored porter is not required to perform any of the duties of brakemen or flagmen.

I have carefully read Mr. Tyler's instructions although I never saw them until today, and I have read Supplement No. 12 and think Mr. Tyler's instructions are correct:

I find that in disputes which have arisen between the colored brakemen and the several railroads, all of which correspondence is in Mr. Franklin's hands, Mr. Winchell sent out instructions, which, while not containing this same language, did contain the same thought, and says, "In order to clearly cover the matter and avoid improper claims under this rule, instructions limiting the duties of train porters on trains where white flagmen or white brakemen are employed should be issued so that it will be clearly understood that the colored porter is not required to perform any of the duties of

brakeman or flagman." He further states that, "The intent of this Supplement is to require the payment of brakemen's rate whenever the brakemen's duties are performed by the train porter. The supplement plainly states that it shall not curtail the duties of employes heretofore classed as 'train porters'." In addition to this he says, "It has been understood in certain regions that on trains having white brakemen or white flagmen and a negro porter, the porter should be paid only the porter's rate. This is proper providing the porter is not required to perform any of the duties of the brakeman."

I find however, that some of the Federal Managers, Mr. Delano, of the Atlantic Coast Line for instance, has quoted instructions received by him as follows:

> "On trains on which there is a white brakeman or a white flagman, train porter will be paid only the porter's rates, provided he is not required by orders of the Management to perform any of the brakemen's duties.
>
> "Where a colored train porter is required by orders of the Management to perform brakeman's duties, he is paid at brakeman's rate, even though there is a white brakeman or flagman on the same train.
>
> "On trains where there is no white brakeman or flagman, and the colored porter is required to perform the duties of the brakeman, he will be paid the brakeman's duties.

It seems the Federal Managers of certain railroads have accepted Mr. Tyler's instructions to mean that in order to avoid the application of Supplement No. 12 to General Order No. 27, all that is necessary is to assume that a train porter is not required to perform any of the brakeman's duties. If this is their position I feel that it is not only unfair to train porters but an unsafe operation of a passenger train. Any passenger train, so far as I know, operated on any railroad regularly handling railroad business, requires more than one brakeman or one flagman. I have heard of exceptions to the rule but they are indeed exceptions.

The information that reaches this office that train porters who were not being specifically ordered to continue their past duties know that they will be dismissed from the service if they do not attend to these duties as they have been required to do during their many years of railroading. If a passenger train was operated with a train porter doing nothing else than a train porter's work, the conductor would have to do flagging, throw switches, etc., while the flagman or brakeman was on the rear end of the train.

COPY

This situation is becoming more embarrassing every day. Mr. Lyons, as attorney for the negro porters, on the Atlantic Coast Line, was in the office today and insists there must be a deliberate intent to prevent the application of Supplement No. 12.

It was only today that Congressman Bee of Texas called and took this matter up with Mr. Franklin, and I feel that unless something is done to either abrogate Supplement No. 12, issue a regular interpretation as to its meaning in the form of an interpretation signed by the Director General, or else secure its reenforcement, this matter will be discussed in Congress.

Since this matter has become so acute, I have been very desirous of taking it up with Mr. Tyler but he is now out of town on business and I feel something should be done as soon as possible.

W. S. Carter.

August 25, 1919.

Memorandum for Mr. Daugherty:

Referring to attached memo from Mr. Carter, of August 21st, regarding the application of Supplement No. 12 to colored train porters, Mr. Dwyer states that there is nothing in Mr. Tyler's file that would indicate that instructions have been issued to any Regional Director, other than the copy attached, dated April 7, 1919.

However, he recalls that a letter was written to Regional Director Winchell on this subject and before it was sent out Mr. Winchell called at Mr. Tyler's office and talked the matter over and the letter was "busted."

G. W. Schwenk.

11-FD

8

-COPY-

April 7, 1919.

GENTLEMEN:

Referring to the exchange of correspondence with Regional Directors Aishton, Bush, Holden, Maher and Winchell regarding Supplement No. 12 to General Order No. 27.

The intent of this Supplement is to require the payment of the brakemen's rate whenever the brakemen's duties are performed by the train porter. The Supplement plainly states that it shall not curtail the duties of employes heretofore classes as "train porters", so that there should be no question about these employes continuing to perform the train porter's work even though paid the brakemen's rate.

It has been understood in certain regions that on trains having white brakemen or white flagmen and a negro porter, the porter should be paid only the porter's rate. This is proper providing the porter is not required to perform <u>any</u> of the duties of a brakeman. If he is required by orders of the management to perform the duties of a brakeman, notwithstanding there may be other brakemen or flagmen on a train, he should be paid the brakemen's rates.

In order to clearly cover the matter and avoid improper claims under this rule, instructions limiting the duties of train porters on trains where white flagmen or white brakemen are employed should be issued so that it will be clearly understood that the colored porter is not required to perform any of the duties of brakemen or flagman. The instructions should be carefully worded so as to not relieve colored porters of the duty of flagging in an emergency or when the safety of the train requires that they do it.

Yours very truly,

(Signed) W. T. TYLER.

Mr. R. H. Aishton, Chicago, Ill.
Mr. B. F. Bush St. Louis
Mr. Hale Holden Chicago
Mr. N. D. Maher Roanoke, Va.
Mr. B. L. Winchell, Atlanta, Ga.

Copy to Mr. A. H. Smith, New York, N.Y.
Mr. C. H. Markham, Philadelphia, Pa.
For your information.

O-18

Form G-18

FILE NO.

UNITED STATES RAILROAD ADMINISTRATION

[redacted], DIRECTOR GENERAL OF RAILROADS

SUBJECT:

August 21,1919

MEMORANDUM For Mr. Daugherty:

With regard to the application of Supplement No.12 to General Order No.27 I understand that you are receiving an apparently large number of letters from colored train porters complaining that they have been relieved of switch keys and duties as brakemen and thereby avoiding the application of Supplement No.12 so far as wages are concerned.

I understand that there is no record in the file of what was done concerning this feature of the situation by Mr. Tyler when I recently called his attention to same. Please take up with Mr. Dwyer for verification.

My recollection of the matter is as follows:

Some time ago I took this matter up with Mr.Tyler and called his attention to what appeared to be a fact,that on certain Southeastern railroads, in order to avoid the payment of brakemen's wages to colored passenger train porters, in accordance with Supplement No.12, and called his attention to what would be the outcome of such a practice. I expressed the opinion that if the Federal Managers in the Southeast, in carrying out their purpose, should thus relieve colored passenger train porters of all responsibilities as brakemen, it would leave but one brakeman on the train, now called a flagman, with the result that I felt sure in the immediate future there would be complaints against what would be alleged unsafe operation of passenger trains and suggested that it might result in demand for another white brakeman on these passenger trains which would make three men instead of two as has been the practice in the past. I suggested it would be much cheaper to permit these colored passenger train porters to continue in their past capacity.

It is my recollection that Mr. Tyler agreed to this proposition and issued instructions to Regional Directors in accordance therewith. Inasmuch as there is no record of this communication in our file I would suggest that you go to Mr. Tyler's office and ascertain from Mr. Dwyer what the records of Mr. Tyler are and if there is no record there, to secure a conference with Mr. Tyler and show him this memorandum so that the matter can be definitely decided and thus be able to answer the many letters now being received from colored passenger train porters.

W.S.Carter

1-AR

C O P Y

At Washington,

June 26,1919

Mr.W.T.Tyler,
Director, Division of Operation,
Washington

Dear Sir: Your memorandum of today, specifically in the case of Keith, colored passenger train porter, discharged from the Memphis Division of the Southern Railroad, and, in a general way, as to the application of Supplement No. 12 to Generao Order 27.

I hand you herewith copy of letter which I have written to Federal Manager Coapman as well as copy of general letter which I have written to our Federal Managers.

Yours truly,

(Signed) B.L.Winchell

C O P Y

At Washington
June 26,1919

Mr. E. H. Coapman,
Federal Manager,
Washington.

Dear Sir:

Director Tyler has sent me copy of Director Carter's letter to you of June 21st as to the complaint of T. A. Keith, colored passenger train porter on the Memphis Division of your line, regarding his discharge from service on June 9th. In a memorandum of the same date to the Director General, Mr.Carter says, "It is stated that on some railroads, bulletins have been posted, relieving colored train porters of some of the work set forth in Supplement No.12. They say this is done unfairly, for the specific purpose of refusing them the increase in wages provided in Supplement No.12. They say that on the Southern Railroad and other railroads in the South-eastern district, without changing their present duties, which are covered in Supplement No.12, no attempthas been made to pay the wages as provided in Supplement No.12."

I understand that you are going to answer Director Carter direct as to the specific case of Keith. I will be glad to have you advise me, with copy of communication which you write to Director Carter, as to the way in which Supplement No.12 is being applied upon your properties.

Yours truly,

(Signed) B.L.Winchell

C O P Y

At Washington

June 26,1919

Dear Sir:

Complaint is made that on some railroads in the Southern Region, bulletins have been posted relieving colored train porters of some of the work contemplated in Supplement No.12 to General Order 27. Indeed, the statement is made that there is an apparent understanding among the Federal Managers of all of the Southern Railroads that Supplement No.12 will not be observed; that without changing the present duties of colored train porters, no attempt has been made to pay them the wages provided for in Supplement No.12.

Will you please advise me as soon as you can the situation on your lines in this respect?

Yours truly,

(Signed) B. L. Winchell

FEDERAL MANAGERS, SOUTHERN REGION.

COPY

PERSONAL

Washington, June 27,1919

Mr. B. L. Winchell,
Regional Director, Southern Region,
Atlanta, Ga.

Dear Sir:

Your letter dated Washington, June 26, in regard to Supplement 12, General Order 27, as applied to negro porters.

Under date of April 11, in a general letter to the Federal Managers, you stated in part:

> "It has been understood in certain regions that on trains having white brakemen or white flagmen and a negro porter, the porter should be paid only the porter's rate. This is proper providing the porter is not required to perform <u>any</u> of the duties of a brakeman, If he is required by orders of the management to perform the duties of a brakeman, notwithstanding there may be other brakemen or flagmen on a train, he should be paid the brakeman's rates."

The negro porter has not been required by orders of the management to perform the duties of a brakeman. Indeed, we were careful to avoid this point, and upon this paragraph we took the position that upon trains where a white brakeman or flagman was employed the negro should receive train porter rates, but upon a train where a white brakeman or flagman was not employed the train porter would receive brakeman rates.

This matter was discussed at a meeting of the Bureau of Information of the Southeastern Railways several months ago, and, with the exception of one or two or perhaps three roads who had already committed themselves, the policy as outlined above was adopted.

Without any criticism whatever, we might as well look this situation squarely in the face and parse out the practical result should we agree to pay the train porters brakemen rates, because, perchance, the train porter throws a switch, lights a lamp, or gives a go-ahead signal. If we should do this, the trainmen would create a situation that would result in white men taking the porters' place, but without the white men doing the porters' work, and the public in the south would immediately demand a porter. Therefore, the result would be an additional man on each passenger train at approximately $130. per month per train. Southern Railroad runs approximately 14,000 passenger trains per month, This increase would amount to over one million dollars a year.

General Order 27, and supplements, make the pay of the negro porters $70.80 per month.

I strongly recommend that the Central Administration do not, upon a technicality, destroy the practicability of the train porter situation especially in Southern territory where the question of the negro train employee is so acute.

Yours truly,
E. H. Coapman, Federal Manager

C O P Y

Atlanta, Ga.

July 5,1919

File 1521-72-3

Mr.E.H.Coapman,
Federal Manager,
Washington

Dear Sir:

I have noted very carefully your personal letter of the 27th ult., relative to Supplement No.12 to General Order 27, as applied to colored porters.

In the fourth paragraph of your letter I note you say that the negro porter has not been required "by orders of the management" to perform the duties of a brakeman. I do not think your responsibility ends there. If conditions are such that it is practicable to so restrict the duties of your porters as to come within the provision of Supplement 12, there is no reason why that should not be done. If however, he does actually perform any of the work stipulated in Supplement No.12, I am sure you will have to pay the wages provided for in that supplement.

Your protection in the circumstances, seems to me to be such supervision as will confine these men strictly to the work of porters. In other words, I do not think it is sufficient for you to simply to issue instructions that this be done, but that you must go further and see that these instructions are actucally carried out.

Yours very truly,

(Signed) B.L.Winchell

COPY

Atlanta, Ga.

July 9,1919
File -3

Mr. J. P. Beckwith, Federal Manager, St.Augustine, Fla.
Mr. E. H. Coapman, Federal Manager, Washington,D.C.
Mr. Lyman Delano, Federal Manager, Wilmington, N.C.
Mr. W. D. Duke, Federal Manager, Richmond,Va.
Mr. W. J. Harahan, Federal Manager, Norfolk,Va.
Mr. M. S. Hawkins, Federal Manager, Norfolk,Va.
Mr. C. M. Kittle, Federal Manager, Chicago,Ill.
Mr. E. T. Lamb, Federal Manager, Atlanta, Ga.
Mr. W. L. Mapother, Federal Manager, Louisiville, Ky.
Mr. R. V. Taylor, Federal Manager, Mobile, Ala.
Mr. W. A. Winburn, Federal Manager, Savannah,Ga.

Gentlemen:

Reports which have come to me concerning the application of Supplement No.12 to General Order 27 have led me to believe that too much stress has been put upon what is termed "The orders of the Management" as referred to in my letter of April 11th.

The whole question, in its last analysis, is one of fact, i.e., if the porters do perform any of the duties set out in Supplement 12, whether required to do so by the Management or otherwise, the rates prescribed in that Supplement shall apply. It is entirely proper to restrict their duties to conform to Supplement 12, if it is practicable to certainly do so, but it will be your duty to give this matter such supervision and check as will enable you to determine what duties are actually being performed by the porters and to pay them accordingly.

Please acknowledge receipt.

Yours very truly,

(Signed) B.L.Winchell,

6F

Regional Director.

Copy to Mr.W.T.Tyler,Director,
Division of Operation,
Washington,D.C.

C O P Y

July 12,1919

Mr.B.L.Winchell,
Regional Director,
Atlanta, Ga.

Dear Mr. Winchell:

In order that I may close my file, won't you please advise me definitely what you have found out about the methodstaken by your Federal Managers to circumvent our instructions concerning the application of Supplement 12, as applying to negro train porters, and say if we can rely now upon this supplement being applied exactly as it is intended and as covered in my letter on the subject.

I would also like to know if we can rest reasonably assured that the Director General's supplements and orders will not in the future have to run the gauntlet of interpretations by the so-called "Southeastern Conference". I presume you have said to your Federal Managers that they will get their interpretations from the Director General through the proper channel instead of from the "Southeastern Conference".

Yours very truly,

(Signed) W.T.Tyler.

File yellow

C O P Y

T E L E G R A M

Mr.W. T. Tyler---

Will you kindly attend to this case in your own way, and advise me result, and oblige,

L. E. Sheppard

August 11,1919

C O P Y

T E L E G R A M

Cedar Rapids, Ia., August 9,1919

Mr.L. E. Sheppard, Washington

The following from General Chairman Bogert, QUOTE Texas Pacific instructs porters who have for years performed duties of brakemen to no longer perform them, this in order to avoid increase rates of pay. Flagmen not permitted to leave rear end so conductor has to handle switches, pack boxes, couple and uncouple hose,etc. Cant you get action through Washington. END QUOTE

L.E.Sheppard.

10 45 a.

C O P Y

August 11,1919

Mr.L.E.Sheppard,President,
Order of Railway Conductors,
Cedar Rapids,Iowa.

Dear Mr. Sheppard:

Referring to copy of telegram from your office which you left with my secretary today, in regard to the Texas-& Pacific management relieving their train porters of certain brakeman's duties and putting these duties upon the conductors.

I have asked Mr. Bush to investigate and report to me quickly upon the matter. I will write you as soon as I hear from him.

Yours very truly,

013

C O P Y

August 11,1919

Mr.B. F. Bush,
Regional Director,
St.Louis,Mo.

Dear Mr. Bush:

I enclose herewith copy of a telegram received by Mr.Sheppard of the Order of Railway Conductors from his office at Cedar Rapids, in regard to the action of the Texas & Pacific Railroad in relieving their negro porters of brakeman's duties and putting these duties upon the conductors.

I don't see how we are going to justify this action. Won't you kindly have this looked into and write me.

Yours very truly,

013

C O P Y

St.Louis,Mo.,

Sept.3,1919

10-27-33

Assignment of Duties
of Negro Porters:

Mr.W.T.Tyler,Director,
Division of Operation,
Washington,D.C.

Dear Sir:

I return Mr. Sheppard's telegram received with yours of August 11th:

We took the matter up with Federal Manager Lancaster, and in reply he quotes General Manager Somerville's letter of August 27th, as follows:

> "We have modified our instructions, and are now requiring all train porters to perform the duties that have been required of them in the past; have also issued instructions that the necessary readjustments be made for back pay for these men.
>
> Evidently, there was a misunderstanding on my part, in connection with the handling of the train porters on our unimportant branch runs, which are the only ones affected, and, as above stated, the necessary steps have been taken to correct the error."

which I believe corrects the situation.

Yours truly,

(Signed) B.F.Bush.

Form G-19

UNITED STATES RAILROAD ADMINISTRATION

DIRECTOR GENERAL OF RAILROADS

FILE NO.

E-38-11-A

SUBJECT:

October 28, 1919.

MEMORANDUM for Mr. Carter:

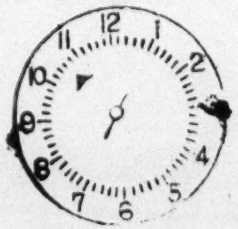
Supplementing my memorandum to you of October 23rd, 1919, calling attention to the failure of some railroads to properly apply Supplement No. 12 to General Order No. 27.

I am attaching a copy of letter from Mr. Wm. C. Guthrie, an attorney at Jacksonville, Florida, which I feel should be considered in connection with the information furnished in former memorandum.

H. P. Daugherty

DIVISION OF LABOR

11/az



OCT 29 1919

C O P Y (10/28/19)

SWEARINGEN & GUTHRIE
Attorneys at Law
Jacksonville, Florida

October 20, 1919.

Mr. W. S. Carter,
Division of Labor,
Interstate Commerce Bldg.,
Washington, D. C.

Attention Mr. Daugherty.

Dear Sir:

In further reference to the matter of obtaining back pay for the colored porters in this vicinity, about which I have talked to you in person and have written you several times, I beg to advise you that the colored porters, who have been performing brakemen and flagmen duties on passenger trains, have received the following Bulletin:

Jacksonville, Fla., October 13, 1919 a
E-1065

BULLETIN NO 570

PASSENGER CONDUCTORS AND WHITE TRAINMEN.

Effective at once train porters on trains where white brakemen and flagmen are provided will not be allowed to do anything but train porters work.

On trains where you have exclusive baggage-masters, they will open switches and perform such duties in place of train porters, and all such other work as may be necessary to require of them.

On trains where joint express baggage-masters can not leave their work, flagmen must go ahead and open switches and close them, as train porters will only perform such duties as required of him as train porter.

Please be governed accordingly.

H. W. Purvis,
Superintendent.

CC to Mr. L. S. Peck,
CC to Mr. B. G. Roberts

I am informed that the porters have been given to understand that they are under this order to do everything that they have been doing, with the exception of opening and closing switches. Now Mr. Daugherty, I do not care to be compelled to tell these colored men that they, under this order, are not required to do anything but the work of train porters, and

that under this order they can refuse to do anything else, for I realize that the moment these negroes refuse to perform the duties outside of the porters work that they will be fired.

It seems to me that something ought to be done about this matter immediately and I am afraid that it is not having the attention that it ought to have, because when I was in your office the first of last month your Secretary and yourself led me to believe that the matter would come to a head if I could produce statements of the white conductors that these colored men were performing those duties, which statement of a portion of said white conductors you have received, and which I assume a copy of has been furnished Mr. Harahan, which has resulted in the above Bulletin.

Now what I want and what the men want is fair play and if they have been performing these duties, and can show the railroad Administration that they have been performing these duties, then it is up to the Railroad Administration to see that these men get the pay that they are entitled to.

Please acknowledge receipt of this letter and oblige

Yours very truly,

(Sgd) Wm. C. Guthrie.

Form G-18

FILE NO.

UNITED STATES RAILROAD ADMINISTRATION

DIRECTOR GENERAL OF RAILROADS

SUBJECT:

October 30,1919
E-38-11-A-7

MEMORANDUM

For Mr. Daugherty:

I herewith return file with your memorandum of October 28th and you will note that I have acknowledged receipt of Mr. Guthrie's letter and have referred copy of Mr. Guthrie's letter and my acknowledgment of same to Mr. Clagett so that he may attach this to what has already been communicated to him.

W.S .Carter

1-AR

Index & 97

October 30,1919
E-38-11-A-7

For Mr. Clagett:

I herewith attach copy of letter of Oct. 20th received from an attorney by the name of W.C.Guthrie of Jacksonville, Fla., who, I understand, is representing certain colored passenger train porters.

I am attaching copy of my acknowledgment of this letter for your information.

Please see that this is attached to the memo sent you under date of Oct. 23rd upon this subject.

W.S.Carter

1-AR

FILE COPY

Form G-77

3—8076

E-38-11-A-7

October 30,1919

FILE

Mr. W. C. Guthrie,
Attorney at Law,
Jacksonville, Fla.

Dear Sir:

Your letter of Oct. 20th has been received and in reply to same will say that this entire matter of the application of Supplement No. 12 to General Order 27 and all information received upon the subject, has been referred to the Director General in person for his information and disposition.

As soon as any determination of the matter is made by the Director General, and I am advised of it, I will communicate with you.

Yours truly,

COPY

1-AR

Form G-77

S—8075

E-38-11-A-7

November 13, 1919.

for Mr. Carter:

With further reference to my memorandum of October 23rd, relative to the situation created by the failure of some railroads to properly apply Supplement No. 12 to colored train porters, and giving you an outline of the entire situation, and in which I set forth the case of Alex Marshall, who claims back pay for duties performed as brakeman on the Southern Railroad up to July 26th, quoting Mr. Coapman's position on this case, and which was also communicated to Porter Marshall.

We are just in receipt of a letter from Mr. Marshall in answer thereto, which I am quoting below:

"Replying to yours of October 22nd, 1919 (file E-38-11-A) relative to claims of the Federal Manager that porters on Southern Railroad have never performed the duties of train brakemen. I can only speak for one division - that is the one upon which I am employed, with due respect to all concerned there is a mistake in the claim so far as the Memphis Division is concerned.

Prior to the order issued in July, porters performed all the duties that train brakemen performed. If they were not performing these duties why the order to take this work off of them?

If there was a flagman, engineer, conductor, or other employe who ever inspected a switch after it was handled by a porter, I have the first instance to hear of it.

Porters coupled cars, flagged trains at meeting points where trains had to "saw", coupled steam and air hose, in fact did all the work any other employe on the trains did, perhaps more. The porters performed these duties at all times alone, exactly as the flagmen did."

I have no desire to take issue with the Federal Manager, I realize from my humble station in life it would be of no benefit to me, rather a detriment, but if he will show any instance of instructions having been issued prior to July current year, about any kind of supervision being required when train porters handled switches, or performed other duties, I will cheerfully relinquish any claims I may have for back pay."

In my memorandum above referred to, I also set out the case of Arthur B. Hill, secretary of an association of train porters on the Atlantic Coast Line Railroad, relative to claim that train porters performed the duties of passenger brakemen until August 5th, 1919, when they were restricted to porters duties only, and are contending for back pay up to that time.

I am in receipt of a letter from Mr. Hill under date of November 7th, which I am quoting below, and which is self explanatory.

"In regards to the back time claim of the train porters of the Atlantic Coast Line R.R.

The matter seems to be at a hitch in Mr. Lake's office of the Division Operation; Mr. Lake suggests that we make out claim for the time we made or rather trips we made and claim back pay from and send same to Wilmington, claiming back time for same. We feel that this does not amount to any good, as the officials of our roads have not agreed to pay the money; and further more if they should they would not pay the back time by our claim, they would pay it by the time keeper's record for the period of time we are due back time.

We acknowledge that the matter has gone above the Division of Labor; but since it seems to be a delay from your submission to the Division of Operation; you can do much in recommending it to the Highest Officials for adjustment of same. We feel that if the Board will order Mr. Lyman Delano personally, Federal Manager of the A.C.L.R.R., to pay all the train porters of his road back pay for the period - between June 1st, 1918 to August 5, 1919, the difference being that of Porters rate was paid for this period of time and entitled to rate as accorded in Supplement No. 12, Mr. Delano will pay us what he owes us.

He will have the Superintendent of transportation to check our time for this period and pay us. The matter is now at a standstill and we beg that you will do what you can to have the matter go to its adjustment. Should this matter stop in the Division of Operation? If the Division of Operation delays this matter until the roads return to private ownership, wouldn't the Government be responsible for the just claim?

Please advise the question.

And make suggestion of what we have suggested, and have the matter come to an early end."

The situation is becoming more embarrassing every day, and representatives of the train porters have been calling at the office and mail is pouring in all the time. I have been informing them that we hope to have an adjustment in the very near future, but I cannot continue to do this indefinitely, and I am at a loss to know what to say to them.

H. P. Daugherty.

11/as

E-38-11-A-7

November 13, 1919.

for Mr. Carter:

With further reference to my memorandum of October 23rd, relative to the situation created by the failure of some railroads to properly apply Supplement No. 12 to colored train porters, and giving you an outline of the entire situation, and in which I set forth the case of Alex Marshall, who claims back pay for duties performed as brakeman on the Southern Railroad up to July 26th, quoting Mr. Gossman's position on this case, and which was also communicated to Porter Marshall.

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Form G-77

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He will have the Superintendent of transportation to check our time for this period and pay us. The matter is now at a standstill and we beg that you will do what you can to have the matter go to its adjustment. Should this matter stop in the Division of Operation? If the Division of Operation delays this matter until the roads return to private ownership, wouldn't the Government be responsible for the just claim?

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Form G-77

H. P. Daugherty.

2—8678

11/as

Washington, D. C. November 13th 1919.

E-38-11-a-7

for Mr. Clagett:

I again refer to you a memorandum upon the question Negro Porters and back pay under Supplement No. 12, which memorandum was prepared today by my Assistant, Mr. Daugherty.

This case has been placed in the Director General's hands and is now beyond the Division of Labor and it is for this reason that I am referring this memorandum from Mr. Daugherty, so that you can attach it to the general file.

W. S. Carter

1-8

FILE

g-6-e

-#6-

COPY

Form G-77

2—8675

WILLIAM C. GUTHRIE
ATTORNEY AND COUNSELOR AT LAW
120 WEST ADAMS STREET
JACKSONVILLE, FLORIDA

November 14th. 1919.

DIVISION OF LABOR

W. S. Carter
Director, Division of Labor
U. S. Railroad Administration
Interstate Commerce Bldg.
Washington, D. C.

Refer to File
E-38-11-A-7

NOV 17 1919

Dear Sir:-

I wish to acknowledge receipt of yours of October 30th. regarding application of Supplement No. 12 to General Order 27, and to express my appreciation of the fact that the subject has been referred to the Director General in person for his disposition.

I trust personally that you will keep after this subject and endeavor to have it disposed of with the least possible delay.

I may be in Washington the latter part of this month and if so, I will call upon you personally relative to the matter.

Yours very truly,

W. C. Guthrie

November 19, 1919

E-38-11-A

for Mr. Carter:

I wish to again supplement my memorandum to you under date of October 23rd, regarding the situation created by the failure of some railroads to properly apply Supplement No. 12 to colored train porters who claim they are performing the duties of passenger brakeman, and also for those who have been relieved of performing these duties since Supplement No. 12 became effective but have not received back pay for the period during which they did perform brakeman's duties.

I am attaching a copy of a letter received from Federal Manager Edson, dated November 18th, regarding claim of G. H. Randall, for back pay while employed as colored train porter on the Kansas City Southern Railroad, and from which you will note it is admitted that Mr. Randall did perform some of the duties of passenger train brakeman, but that under the instructions they now have from Regional Director Bush, they are not permitted to pay brakeman's rates to train porters for services performed prior to April 14, 1919; and which is in line with the Regional Director's instructions quoted in my memorandum of October 23rd in the cases of M. S. Collins, Wm. Hill and J. W. George on the St. Louis-San Francisco Railroad.

I am also attaching an original letter addressed to President Wilson and Director General Hines, under date of October 29th, by Mr. Thomas D. Redd, 826 South 12th St., Louisville, Ky. which was referred to the Division of Labor for attention by Mr. Glagett, and wish to call your attention to the 10th paragraph in same, reading as follows: —

"We regret very much that this or seems to be necessary for us to approach you with a matter of this kind, but owing to the weakness and inability of your Division of Labor to cope with the situation in hand, which weakness and inability is fully manifested in the reply of Mr. J. A. Franklin to a former communication, covering this question and addressed to the Hon. Walker D. Hines, Director General of Railroads, a copy of both of which are hereunto attached; we can therefore find no other means of redress. You will notice that Mr. Franklin says the matter of ignoring the Orders and mandates of the Government in this particular case must be left entirely to the discretion of the operating officers of the road, but we believe the operating officers of the railroads should be taught to respect and obey the orders and mandates of the Government just the same as any other class of citizens."

I am also attaching original letter addressed to Director General Hines and marked "Personal", under date of November 15th, from J. A. Ryals and Arthur B. Hill, President and Secretary, respectively, of the Colored Organization of Railway Trainmen -- relative to the claim of the train porters of the Atlantic Coast Line Railroad, which also was referred to the Division of Labor for attention by Mr. Glagett; and wish to state that there is much truth in their statement that they have gone through all the various channels and have been unable to get an adjustment; and it appears that they are now making a final appeal in an effort to bring the question to a conclusion.

This case was also referred to in my memorandum of October 23rd above referred to.

H. P. Daugherty.

11/as

COPY

United States Railroad Administration
SOUTHWESTERN REGION

Kansas City Southern Bldg.,
Kansas City, Mo.

J. A. Edson,
Federal Manager.

November 13, 1919.
E-13-12

Mr. H. P. Daugherty, Assistant Director,
Division of Labor,
United States Railroad Administration,
Washington, D. C.

Dear Sir:

Referring to your letter of October 8th, file E-38 regarding claim of Mr. G. H. Randall for back pay while employed as colored train porter.

Am advised that Mr. Randall did perform some of the duties of a passenger train brakeman. Under the instructions we now have from Mr. B. F. Bush, Regional Director, we are not permitted to pay brakeman's rates to train porters for services performed prior to April 16, 1919.

Yours truly,

(Sgd) J. A. Edson,

Copy to:
Mr. B. F. Bush.

November 19, 1919

E-38-11-A

for Mr. Carter:

I wish to again supplement my memorandum to you under date of October 23rd, regarding the situation created by the failure of some railroads to properly apply Supplement No. 12 to colored train porters who claim they are performing the duties of passenger brakemen, and also for those who have been relieved of performing these duties since Supplement No. 12 became effective but have not received back pay for the period during which they did perform brakemen's duties.

I am attaching a copy of a letter received from Federal Manager Edson, dated November 18th, regarding claim of G. H. Randall, for back pay while employed as colored train porter on the Kansas City Southern Railroad, and from which you will note it is admitted that Mr. Randall did perform some of the duties of passenger train brakemen, but that under the instructions they now have from Regional Director Bush, they are not permitted to pay brakemen's rates to train porters for services performed prior to April 14, 1919; and which is in line with the Regional Director's instructions quoted in my memorandum of October 23rd in the cases of H. C. Collins, Wm. Hill and J. W. George on the St. Louis-San Francisco Railroad.

I am also attaching an original letter addressed to President Wilson and Director General Hines, under date of October 29th, by Mr. Thomas D. Redd, 826 South 12th St., Louisville, Ky. which was referred to the Division of Labor for attention by Mr. Clagett, and wish to call your attention to the 10th paragraph in same, reading as follows: —

"We regret very much that it is or seems to be necessary for us to approach you with a matter of this kind, but owing to the weakness and inability of your Division of Labor to cope with the situation in hand, which weakness and inability is fully manifested in the reply of Mr. J. A. Franklin to a former communication, covering this question and addressed to the Hon. Walker D. Hines, Director General of Railroads, a copy of both of which are hereunto attached; we can therefore find no other means of redress. You will notice that Mr. Franklin says the matter of ignoring the Orders and mandates of the Government in this particular case must be left entirely to the discretion of the operating officers of the road, but we believe the operating officers of the railroads should be taught to respect and obey the orders and mandates of the Government just the same as any other class of citizens."

I am also attaching original letter addressed to Director General Hines and marked "Personal", under date of November 15th, from J. A. Ryals and Arthur B. Hill, President and Secretary, respectively, of the Colored Organization of Railway Trainmen -- relative to the claim of the train porters of the Atlantic Coast Line Railroad, which also was referred to the Division of Labor for attention by Mr. Clagett; and wish to state that there is much truth in their statement that they have gone through all the various channels and have been unable to get an adjustment; and it appears that they are now making a final appeal in an effort to bring the question to a conclusion.

This case was also referred to in my memorandum of October 23rd above referred to.

H. P. Daugherty.

ll/ms

COPY

United States Railroad Administration
SOUTHWESTERN REGION

Kansas City Southern Bldg.,
Kansas City, Mo.

J. A. Edson,
Federal Manager.

November 13, 1919.
E-13-12

Mr. H. P. Daugherty, Assistant Director,
Division of Labor,
United States Railroad Administration,
Washington, D. C.

Dear Sir:

Referring to your letter of October 8th, file E-38 regarding claim of Mr. G. H. Randall for back pay while employed as colored train porter.

Am advised that Mr. Randall did perform some of the duties of a passenger train brakeman. Under the instructions we now have from Mr. B. F. Bush, Regional Director, we are not permitted to pay brakeman's rates to train porters for services performed prior to April 16, 1919.

Yours truly,

(Sgd) J. A. Edson,

Copy to:
Mr. B. F. Bush.

Application of Supplement No. 12 to
Colored Train Porters.

October 23, 1919.

E 38 11-a-7

For Mr. Carter:

The situation created by the failure of some railroads to properly apply Supplement No. 12, copy attached, is becoming so embarrassing that I feel that I should give you a complete outline of the entire situation.

The complaints are principally of two characters, and from the Southern and Southwestern Regions:

File Copy

(a) Colored train porters who claim that they have for years been performing the duties outlined in Supplement No. 12, and are still doing so; but are not being paid brakeman's rate.

(b) Colored train porters who claim that they were performing duties set forth in Supplement No. 12 at the time the Supplement became effective, and have since been relieved of performing these duties, but have not been paid passenger train brakeman's rate for the period during which they did perform them.

In order that you may understand the attitude of the Management of the roads from which the principal complaints are coming, I have picked out typical cases on each road, which shows the nature of the complaints and the attitude of the Managements. These are not all of the cases that we have, but some that have been fully developed.

You will note that in most of the cases the Managements contended that the rules of the company have not, and do not now require passenger train porters to perform the duties of passenger brakemen, and that if they do perform them it is a voluntary act upon their part or as an accomodation to the other members of the train crew —

While on the other hand, the train porters claim that they must perform the duties when directed to do so by the conductor, or they will lose their positions. A fair example of this would be the case of Byrd Hayes, Louisville & Nashville Railroad.

I am also attaching copies of your memoranda to the Director General under dates of June 21st and 24th, also copy of your letter to Federal Manager Coapman of June 28st, which together with recent developments outlines the entire colored train porter situation.

Porters
&
Brakemen
on Chicago,
Great Western R.R.

W. G. Lee, President. T. R. Dodge, Assistant President. A. E. King, General Secretary and Treasurer.

Grand Lodge Brotherhood of Railroad Trainmen

2-39-11-67

DIVISION OF LABOR.

General Offices: Cleveland, Ohio.

WGL-M

At National Hotel,
Washington, D.C., December 10th, 1919.

Mr. Walker D. Hines,
Director General of Railroads,
Washington, D.C.

DEC 12 1919

Dear Sir:-

In connection with administration orders issued by you in reference to train porters performing the duties of passenger brakemen, in which it was specified that brakeman's rate of pay would apply where brakemen's duties were performed, I desire to call your attention to the fact that some operating officers of roads under Government control are not inclined to comply with such order, and to illustrate, I quote a letter received by me from General Chairman J.P.McFarland, of the Brotherhood, for the Chicago Great Western R.R., of recent date, as follows:

"The Chicago GreatWestern R.R. employs nine train porters on the system. They perform the duties ordinarily required of a passenger brakeman. They are provided with switch keys, open and close switches and assist in coupling and uncoupling the train; they also assist in coupling and uncoupling steam and air hose on train. They use hand and lamp signals for the protection and movement of trains. When the porter opens a switch to head a train in or out the engineman is guided by either the hand or lamp signal given by the train porter.

"Last June the train porters were furnished with copy of book of rules and were instructed to acquaint themselves with the rules governing the operation of trains; later on they were called in and examined on the rules.

"I wish to call your attention to the joint statement of facts that was submitted to Railway Board of Adjustment No. 1, wherein the management agreed that the train porters were supplied with switch keys and opened and closed switches and assisted in coupling and uncoupling the train.

"Although Supplement No. 12 to General Order No. 27 and decision of Railway Board of Adjustment No. 1 directed the management that the train porters performing the duties specified above would receive the passenger brakeman's rate of pay, there has been no attention paid to this, as the train porter is receiving ninety dollars per month, and three of them, working between Chicago and Minneapolis, make about nine thousand miles each per month; but it appears the Federal Manager on this system imagines he is bigger than the Government.

"I am also enclosing bulletin issued by Superintendent Sweeney, dated Chicago, Ill., April 16, 1919, which reads as follows: 'The employment of train porter on certain passen-

ger trains must not be interpreted as a relief from any of the duties or responsibilities otherwise attaching to the brakeman or flagman.' I have never been able to understand the meaning of the bulletin, as the brakeman on a 10, 12 or 14 car passenger train is performing the duties of a flagman while the train porter is up ahead performing the duties of a head brakeman.

"Hoping you will take this matter up with the Director General or his representatives and compel the Chicago Great Western management to apply the passenger brakeman's rate for the train porters."

I have had prior correspondence pertaining to this subject with our committee on that line, and advised Chairman McFarland to again take the matter up with the officers of his company by calling their attention to the administrative order issued by you.

I attach hereto one of the original bulletins (No. 2665) issued under date of April 16, 1919, and reading as follows:

"All concerned:

"The employment of a train porter on certain passenger trains must not be interpreted as a relief from any of the duties or responsibilities otherwise attaching to the brakeman or flagman.

"T. A. Sweeney,
Superintendent."

I dislike to bother your office with such matters, but on prior occasions have discussed this matter with both Messrs. Tyler and Carter, and deem it of sufficient importance to place the matter before you personally, and hope for an early satisfactory reply.

Very truly yours,

President.

Copy for
Mr. W. S. Carter.

Mr. Chappell's office
advises referred to
Mr. Tyler for recommendation
12/23/19
W.J.

Form G-18

FILE NO.

E-38-11-A-7

UNITED STATES RAILROAD ADMINISTRATION

DIRECTOR GENERAL OF RAILROADS

SUBJECT:

January 9, 1920.

MEMORANDUM

I discussed the colored train porter situation with Mr. Carter this morning and he informed me that he had a conference with Mr. Tyler within the last few days, and it was understood b etween them that they would meet the Director General as soon as a conference could be arranged, to discuss the recommendations of the wage board.

He also advised me that Mr. Tyler informed him that the question of the application of Supplement No. 12 had been adjusted, and that train porters performing brakeman's work would receive what was justly due them.

H. M. Daugherty.

11/az

WILLIAM C. GUTHRIE
ATTORNEY AND COUNSELOR AT LAW
120 WEST ADAMS STREET
JACKSONVILLE, FLORIDA

Jan. 5th. 1920

DIVISION OF LABOR
JAN 7 1920

Hon. W. S. Carter
Director, Division of Labor
U. S. Administration
Interstate Commerce Bldg.
Washington, D. C.

Dear Sir:

Referring to your File E-38-11-A-7, beg to advise that under date of October, 30th. 1919, you informed the undersigned that the entire matter of the application of Supplement #12 to General Order #27 and all information received by you upon this subject had been referred to the Director General for his information and disposition, and it does seem to me that some decision should have been reached ere this.

I am prepared to come to Washington provided the Director General will give me a hearing on this matter, and I will thank you to take the matter up with him in person for a conference between he, the Federal Manager of the railroad involved and I, to be heard on this matter.

With kind regards and best wishes, I am

Yours very truly,

WCG/LC

E-38-11-A-7

January 13, 1920.

Mr. W. C. Guthrie,
Attorney at Law,
Jacksonville, Fla.

Dear Sir:

Your letter of the 5th inst. addressed to Mr. W. S. Carter has been referred to me --- and while the Division of Labor has investigated and formally turned the entire matter involving train porters over to the Director General, and it is being handled by his office, I have been informed that a decision will be reached within the next few days.

Very truly yours,

H. P. Daugherty

Assistant Director.

11/as

UNITED STATES RAILROAD ADMINISTRATION

Washington, D.C. January 12, 1920.

SUPPLEMENT NO. 26 TO GENERAL ORDER NO. 27.

Effective November 1, 1919, superseding General Order No. 27, and in lieu thereof, as to the employees herein named, the following rates of pay per month, and the following rules governing working conditions upon railroads in Federal operation are hereby ordered:

ARTICLE I.

Rates of Pay.

(a) For all train porters, excluding those who are provided for in Supplements Nos. 12, 17 and 18 to General Order No. 27, establish a basic minimum rate of sixty (60) dollars per month, and to this basic minimum rate and all rates of sixty (60) dollars per month and above, in effect as of January 1, 1918, prior to the application of General Order No. 27, add twenty-five (25) dollars per month, establishing a minimum rate of eighty-five (85) dollars per month.

(b) The wages for new assignments shall be in conformity with the wage for similar assignments where created.

ARTICLE II.

Basic Day. Overtime, Calls and Extra Service.

(a) Two hundred forty (240) hours or less in regular assignment shall constitute a basic month's work. Deadhead hourage properly authorized to be counted as service hourage.

(b) Overtime on the actual minute basis for all time on duty each month in excess of two hundred forty (240) hours shall be paid for at the rate of thirty-five (35) cents per hour; (less than two hours release from duty at any one point to be considered as time on duty, provided that the minimum allowance shall be computed at not less than eight hours within twenty-four consecutive hours after time required to report for duty.) Even hours shall be paid for at the end of each pay period; fractions thereof shall be carried forward.

(c) Extra porters performing road service in the place of a regularly assigned porter, or on an extra assignment, shall be paid the compensation that a regularly assigned porter would receive for the same service, which will be determined, in the case of a regularly assigned run or trip over the same district, by dividing the monthly wage by the number of trips (initial terminal to final terminal) required for a month's work. For a trip where there is no regular assignment, the

Compensation shall be determined by multiplying the time on duty by the hourly overtime rate. The minimum allowance for the latter service will be eight hours.

(d) When notified or called to work, outside of road service, or on other than their regular assignments, porters will be paid a minimum allowance of three (3) hours at overtime rate.

ARTICLE III.

Preservation of Rates.

(a) The minimum rates, and all rates in excess thereof, as herein established, and higher rates which have been authorized since January 1, 1918 (including General Order No. 27) shall be preserved.

(b) Porters temporarily or permanently assigned to higher rated positions, shall receive the higher rates while occupying such positions; porters temporarily assigned to lower rated positions shall not have their rates reduced.

ARTICLE IV.

Interpretation of this Order.

The rates of pay and rules herein established shall be incorporated into existing agreements and into agreements which may be reached in the future on the several railroads, and should differences arise between the management and the employees of any of the railroads as to such incorporation, intent or application of this order, such questions of difference shall be referred through the Director of the Division of Labor, as prescribed in Supplements Nos. 6 or 6-A to General Order No. 27, or any procedure subsequently adopted in lieu thereof, for decision, subject always to review by the Director General.

Agreements or practices, except as changed by this order, remain in effect.

DIRECTOR GENERAL OF RAILROADS.

Washington, D. C. January 23rd 1920.

for Mr. Clagett:

A representative of the Mailing Department left with me yesterday, copies of Supplement 26 to General Order 27 covering wages and working conditions of Colored Train Porters and asked for a list of addresses, and numbers of copies to be sent out as has been done with other similar orders. At the time he asked this information I was not in position to say anything definite.

I suggest that a supply of, say 50 each be sent to the following addresses:

J. W. McCree, Gen. Secy. 315 Arbor Place, San Antonio, Tex.
Robt. L. Mays, President, R.R. Men's International Benevolent Industrial Association, 613 F. St. N.W. Washington, D. C.
C. Brown, Chairman, L&N Train Porters, 1603 State Street, Nashville, Tenn.
Will Holt, Chairman, I.B.I. Ass'n. G.S.& F. Railroad, R.F.D. 6 Box 1, Tifton, Ga.
Arthur B. Hill, Secy. Colored Organization of Railway Trainmen, 622 North 30th St. Richmond, Va.
Geo. H. Lee, Secy. C&O Train Porters Union, 729 Eighth Avenue, Huntington, W. Va.
R. E. Stillman, Attorney for F.E.C. Train Porters, 1009 Bisbee Building, Jacksonville, Fla.
Jno. W. Taylor, Representative of Train Porters S.A.L. Railroad, 1109 Third Ave. Tampa, Fla.
Lewis W. Fairchild, Natl. President, Protective Order of Railroad Trainmen, Poplar Bluffs, Mo.

In addition thereto, I suggest that the Federal Managers on railroads employing colored train porters be instructed to post this supplement on Bulletin Boards frequented by colored train porters.

W. S. Carter

1-8

COPY

Form G-77.

2—3076

Two letters

COPY TO W. S. Carter

6-38-11.a.7

February 5, 1920.

For Mr. Johnson:

In addition to the regular supply of Supplement No. 26 to General Order No. 27 to the Regional Directors, Mr. Carter would like to have fifty (50) copies sent to each of the following:

J. W. Mabry, Gen. Secy., 315 Arber Place, San Antonio, Texas.
Robt. L. Mays, Pres., R. R. Man's International Benevolent Index. Assn., 615 F St., N. W., Washington, D. C.
C. Brown, Chairman, L & N Train Porters, 1015 State St., Nashville, Tenn.
Will Nash, Chairman, I.B.I.Assn., C.S.& F. Railroad, R.F.D.6, Box 1, Tifton, Ga.
Arthur D. Hill, Secy., Colored Organization of Railway Trainmen, 602 North 30th St., Richmond, Va.
Geo. H. Lee, Secy., C & O Train Porters Union, 720 Eighth Avenue, Huntington, W. Va.
R. R. Stillman, Adjy. for F.E.C. Train Porters, 1020 Bisbee Bldg., Jacksonville, Fla.
Jas. W. Taylor, Representative of Train Porters, S.A.L. Railroad, 1108 Third Ave., Tampa, Fla.
Louis W. Fairchild, Nat'l President, Protective Order of Railroad Trainmen, Poplar Bluffs, Mo.

file

A. F. Fischer.

HEP:MP

DIVISION OF LABOR.
FEB 6 1920

C O P Y to W. S. Carter.

February 5, 1920.

Dear Sir:

There was sent you by train mail last night - -- - copies of Supplement No. 26 to General Order No. 27, covering wages and working conditions of colored train porters.

It is suggested that each Federal Manager employing colored train porters be instructed to post these supplements on Bulletin Boards frequented by colored train porters.

Sincerely yours,

A. F. Fincher,

Office Manager.

R.H.Aishton - 400 Copies
B.F.Bush - 500 "
Hale Holden - 1000 "
N.D.Maher - 300 "
L.W.Baldwin - 550 "
A.T.Hardin - 1100 "
B.L.Winchell - 700 "

RBP:MP

Louisville, Ky.
February 9th 1920.

Hon. Walker D. Hines, Director General of Railroads.
Washington, D. C.

Mr. C. S. Lake, Assistant Director in charge of Special Duties.
Washington, D. C.

Mr. W. T. Tyler, Director Division of Operation.
Washington, D. C.

Mr. J. G. Walber, Asst. Director, Division of Operation.
Washington, D. C.

Mr. W. S. Carter, Director, Division of Labor.
Washington, D. C.

Mr. H. P. Daugherty, Asst. Director, Division of Labor.
Washington, D. C.

Gentlemen :

On behalf of my constituents and the entire membership of the Colored Association of Railway Employees. I want to ask you to accept our most sincere and profoundest thanks for your having recommended, signed and issued Supplement No. 26 to General Order No. 27, to say that we are truly greateful or that we highly appreciate what you have done for us in this connection, would be employing a very mild term indeed, because in fact, we cannot find words sufficient to express to you our real gratitude and when the Railroad Administration shall have ended and when you return to your own business life you may rest assured that you have at all times, our very best wishes for your success and prosperity, again thanking you from the very bottom of our hearts, I have the honor to remain,

Your Obedient Servant,
Thomas D. Redd.
826 S. 12th Street.

LABOR
FEB 14 1920

E-38-11-9-1

February 17,1920

Mr. Thomas D. Redd,
826 S. 12th St.,
Louisville, Ky.

Dear Sir:

This will acknowledge receipt of your letter of February 9th addressed to the Director General and members of the Railroad Administration.

I sincerely hope that the order to which reference is made will be literally complied with after the end of Federal control and that you and the men you represent will receive every benefit intended.

Yours truly,

W. S. Carter

1-AR

Form G-18

FILE NO.

E-38-11-a-7

UNITED STATES RAILROAD ADMINISTRATION

DIRECTOR GENERAL OF RAILROADS

SUBJECT:

February 9, 1920.

MEMORANDUM for MR. DAUGHERTY:

I beg to return herewith papers recently handed me including the letter of W. I. White, Assistant Secretary, National Association for the Advancement of Colored People, dated December 19th, to the Director General.

Since the date of the above mentioned letter White and several other Colored men called on me and from them I learned that the objection to the rule quoted is that "Negroes are not to be used as conductors, flagmen, baggagemen or yard conductors".

I explained to them that a dispute arose between the South Eastern Lines and the Trainmen's Organization, which was settled by arbitration in 1910, and that the award provided that "No larger percentage of Negro trainmen or yardmen will be employed than was employed January 1, 1910", and that "Negroes are not to be employed as conductors, flagmen, baggagemen or yard conductors, but in cases in which they are now so employed they will not be discharged to make place for Whites, but when the positions they occupy become vacant, Whites shall be employed in their places.", and that the award became a part of the Agreement between the roads and the organization, which remained in force when the Director General assumed control of the railroads and the obligation to fulfill the agreements held between them and the men.

Therefore, I do not feel that a formal reply to White's letter is absolutely necessary, but in the event Mr. Clagett feels differently, it seems to me well merely to acknowledge the letter and state that it is his understanding that the matter has been fully explained by Mr. Lake.

C. S. LAKE.

E. A. L.

DIVISION OF LABOR.

FEB 10 1920

Form G-19

FILE NO.

UNITED STATES RAILROAD ADMINISTRATION

DIRECTOR GENERAL OF RAILROADS

SUBJECT:

December 22, 1919.

PERSONAL.

MEMORANDUM for Mr. W.S.Carter:

Will you please note the attached letter from Walter F. White, Assistant Secretary, National Association for the Advancement of Colored People, and let me have your views as to the character of reply which should be made.

M.B.C.

LABOR

DEC 26 1919

fcl-ms

February 12, 1920.

for Mr. Clagett:

Regarding the attached --- Your memorandum of December 22nd, together with enclosures, were referred to Assistant Director Daugherty, because he has been handling all matters pertaining to colored train employes; and as it was his understanding that Mr. White with others had called on Mr. Lake of the Division of Operation, the latter was consulted; and you will find attached a copy of Mr. Lake's memorandum to Mr. Daugherty.

W. S. Carter.

11/as

UNITED STATES RAILROAD ADMINISTRATION

Director General of Railroads

Dougherty, W.H.
Fairchild, Lewis W.
G. St. Clair

SUBJECT: Concerning a wage adjustment for colored train porters on the Southwest Region; also a schedule for brakemen, switchmen and train porters.

D-D-11-2

Volume No.

LEWIS W. FAIRCHILD, NATIONAL PRESIDENT

J. O. McDONALD, NATIONAL SECRETARY

G. T. UPSHAW, NATIONAL TREASURER

Protective Order of Railroad Trainmen

118154

In America

Grand P.O.R.T.I.A. Council

E-38-14

General Offices: Poplar Bluff, Missouri

Poplar Bluff, Mo., October 3. 1919.

DIVISION OF LABOR

OCT 8 1919

OCT 7 1919

United States Railroad
Administration, Mr. Walker
D. Hines. Director General:
Washington, District of Columbia.

Dear Sir;

Under a seporate cover we are sending you a few copies of an agreement of recognition, wich meet the approval of the members of our organization and now comes for consideration on the part of the United States Railroad Administration. Our National Committee being constituted of our President, Lewis W Fairchild, C. St. Clair and J. A. Edmonson, is now preparing to take leave for Washington in the advocacy of said agreement which we feel will meet the approval of all conserned. We hope to gain an intelligent introduction at an early date after arriving in Washington, of which you will be aware.

Sincerely yours.

Lewis W. Fairchild
National President,
Protective Order of Railroad Trainmen.

LW/JOM
File G.217.

Form G-18

FILE NO.

UNITED STATES RAILROAD ADMINISTRATION

DIRECTOR GENERAL OF RAILROADS

~~E-38-14~~

E-38-11-a

SUBJECT:

October 13, 1919.

MEMORANDUM

Mr. Lewis W. Fairchild, President of the Protective Order of Railroad Trainmen in America (colored), accompanied by Mr. C. St. Clair, called at my office today, in regard to wage adjustment for colored train porters on the Southwest Region.

While here, I also took up with Mr. Fairchild the question of a schedule for brakemen, switchmen, and train porters, as referred to in Mr. Fairchild's letter of October 3rd to the Director General attached -- and it developed that what they desired was protection for colored porters, in reality the application of Supplement No. 12. They want the duties of colored train porters defined so that they would be protected when called upon or compelled to perform the duties of passenger brakemen but classed as train porters. It is not their intention to encroach upon the contract rights of other train organizations.

I expressed the opinion that the Brotherhood of Railroad Trainmen would object to the Director General issuing a separate order covering brakemen, switchmen and train porters.

H. P. Daugherty.

11/az

UNITED STATES RAILROAD ADMINISTRATION

WALKER D. HINES

Director General of Railroads

Washington, D. C.

BRAKEMEN, SWITCHMEN AND TRAIN PORTERS' SCHEDULE.

ARTICLE 1.

To effect a more perfect relationship between officials of the United States Railroad Administration and a number of Trainmen that are now employed on various railroads throughout the United States, who are not represented by either of the four big brotherhoods, and are now seeking representation through authorized officers of their organization, which is destined to represent Brakemen, Switchmen and Train Porters in all matters relative to wages and working conditions as a collective body of workmen throughout the United States, and to more substantiate such Trainmen in the positions they now and have previously held, and to avoid future discriminations, it is ordered, that such Trainmen be maintained in their present positions on the various railroads under Federal control, and that representatives thereof may sign local agreements governing the working conditions on individual railroads, same to become valid and so recognized after being signed by the

respective General Managers. That the officers or employes, when on Grievance Committee and Board of Adjustment will be granted unlimited leave of absence and furnished free transportation on request. After committee service he may take his car or run at any division point, the Company to pay no deadhead travel caused thereby. There shall be no discrimination against any employe of the various railroads whether a member or not a member, of any of the railroad organizations. That strict seniority rule be applied with relationship to Brakemen, Switchmen and Train Porters, and a correct seniority list of the Brakemen, Switchmen and Train Porters shall be furnished the Chairman, or representative of such employes, respectively, on their territory every six months. The seniority of Brakemen, Switchmen and Train Porters shall date from day of acceptance of their applications for such service, and shall be handled in the like manner as are prescribed in the Trainmen's Schedule on each individual railroad. The employes herein named shall

have same right of investigations and appeal as are accorded other Trainmen under previous agreement.

ARTICLE 2.

Brakemen, Switchmen and Train Porters, being designated as such, and performing the duties as are required by rules governing the duties of such class of employes, will be paid according to provisions outlined in Supplement No. 16 to General Order No. 27, subject to future changes or amendments as shall hereafter become effective. That the maintenance of such employes be based solely upon ability, intelligence and subordination; that no such employes be removed from any district, or position, on account of membership or non-membership in railroad organizations.

ARTICLE 3.

On trains where front brakemen are employed, and a train porter in addition, such train porter not being regularly connected with the train movement, shall be

paid not less than $3.33 per day, or a rate of $100.00 per month, with provisions of overtime as are already provided for in the schedule of trainmen, being based on the eight hour day, the minimum overtime allowed per day shall be one hour. Local working conditions for such employes shall be agreed upon between the representatives of such employes and managements over districts or territories wherein such employes are employed. Nothing in this article shall be so construed as to curtail the privileges of the representatives of employes in this class of service relative to changes or amendments in local agreements to meet conditions on various railroads.

ARTICLE 4.

To avoid future complications that might result in a complexed state of affairs, relative to handling matters pertaining to employes represented through railroad organizations, Brakemen, Switchmen and Train Porters (colored), being represented collectively, will be considered only when they are represented by duly elected or

appointed officers of the Protective Order of Railroad Trainmen, In America; it is provided, however, that nothing contained in this article shall be so construed as to prohibit any employe from handling individual matters, nor shall this rule apply on districts where employes thereon are not members of railroad organizations.

ARTICLE 5.

The foregoing articles constitute an agreement for the United States Railroad Administration and their Brakemen, Switchmen and Train Porters, and becomes a part of the schedules or agreements of the roads, and subject to their provisions as to amendment by mutual consent. Nothing herein contained shall be construed to annul any rule in the various agreements with individual roads. The articles herein enumerated constitute in their entirety an agreement of recognition, wages and working conditions between the United States Railroad Administration and the employes herein named, to take

effect_____, 1919.

No departure from the provisions of this agreement will be made by any party thereto until thirty days notice in writing has been served on either party hereto.

Signed:

_____

_____

Representative.
Brakemen, Switchmen and Train Porters.

Form RRA 11-G

UNITED STATES RAILROAD ADMINISTRATION
BUREAU OF MAILS AND FILES

REFERRED TO ASSISTANT TO THE DIRECTOR GENERAL

FOR Agreement has not agreed

2—8316

NO. .....

AD

For Mr Carter

Please have ready prepared for my signature.

M. BRICE CLAGETT.

LEWIS W. FAIRCHILD, National President
Poplar Bluff, Mo.

J. O. McDONALD, National Secretary
Poplar Bluff, Mo.

G. T. UPSHAW, National Treasurer
Fort Worth, Texas

Protective Order of Railroad Trainmen

In America

San Antonio P.O.R.T.I.A. INSTITUTED 1915 Council # 9.

J. W. McCREE, President

W. S. GANDY, Vice-President

J. A. JAMES, Secretary

B. W. EARNEST, Treasurer

San Antonio, Texas,

Washington,D.C. 10/13/19.

DIVISION OF LABOR

Mr. W. S. Carter,
Director, Division of Labor,
Inter-State Commerce Bldg.,

OCT 15 1919

Dear sir:

Please refer this to Mr. Dougherty that he might mail me something reference to our conference of this date. Something that will really encourage and assure the men whom we had the privilege of speaking for,and that they may see for themselves.

Yours very truly,

Lewis. Fairchild. C. St. Clair.

1822-13th st.N.W.
Washington,D.C.

FILE COPY

October Seventeenth,
Nineteen Nineteen.

Mr. Lewis Fairchild,
1822 Thirteenth St., N.W.,
Washington, D. C.

Dear Sir:

Referring to letter of October 13th addressed to Mr. Carter, Director, signed by yourself and Mr. C. St. Clair, and confirming what I stated to you while in my office the same date in connection with Colored Train Porters and the application of Supplement No. 12 to General Order No. 27, we are pushing this question just as fast as is consistent; and you may say say to your constituents that we are doing everything that we can, and that we feel that we are now at a point when it will be only a matter of a very short time until a complete understanding will be reached.

This, with what I stated to you in the office, I feel will enable you to report the situation to your members.

Yours very truly,

H. F. Daugherty

Assistant Director.

Form G-77

11/as

LEWIS W. FAIRCHILD, National President | J. O. McDONALD, National Secretary | G. T. UPSHAW, National Treasurer

Protective Order of Railroad Trainmen

In America

Grand P.O.R.T.A. Council

E-38-11-6-8

THOMAS THOMPSON, Vice-President | OFFICE OF SECOND VICE-PRESIDENT | G. W. LOVE, Second Vice-President

Poplar Bluff, Mo.,
December-4th-1919.

Director Division of Labor.
Mr. W.S. Carter.
Enter-State Commerce Bldg.
Washingtom, D.C.
Dear Sir:-

I am directed by the President of the Protective Order of Railroad Trainmen to write you for futher imformation relative to grievances filed by him-self and C. St. Clair in your office Oct-13th-1919.

The subject matter of said grievance was "RESTRICTED" Train porters bearing upon various discriminations directed against Colored men in the Train service---Violation of Supplement #12.etc., Any information you can give our office will be appriciated.

Very truly yours.,

H. T. Nelson

Chief-clerk.

File:0-218.

DIVISION OF LABOR

DEC 8 1919

UNITED STATES RAILROAD ADMINISTRATION

DIRECTOR GENERAL OF RAILROADS

WASHINGTON

DIVISION OF LABOR
W. S. CARTER, DIRECTOR

J. A. FRANKLIN
G. W. W. HANGER
H. P. DAUGHERTY
ASSISTANT DIRECTORS

DIVISION OF LABOR.

In your reply refer to File

E-38-11-A-8

JAN 5 1920

December 10, 1919.

Mr. H. P. Nelson, Chief Clerk,
P.O.O.R.T.I.A.,
Poplar Bluff, Mo.

Dear Sir:

This will acknowledge receipt of your letter of the 4th inst. addressed to Mr. W. S. Carter, Director, stating that you are directed by the President of the Protective Order of Railroad Trainmen in America to write for further information relative to grievances filed by himself and Mr. C. St. Clair October 13th, 1919, relative to restricted train porters.

For your information, I wish to state that the entire colored train porter situation throughout the country has been investigated and laid before the Director General personally, and it is now receiving the attention of his office, and we hope that a determination of same will be made in the very near future.

Very truly yours,

H. P. Daugherty

Assistant Director.

11/az

LEWIS W. FAIRCHILD
National President
Poplar Bluff, Mo.

THOMAS THOMPSON
National Vice-President
Fort Worth, Tex.

J. O. McDONALD
National Secretary
Poplar Bluff, Mo.

G. T. UPSHAW
National Treasurer
Fort Worth, Tex.

Protective Order of Railroad Trainmen

In America

239-11-4

Grand P.O.R.T.I.A. Council

DIVISION OF LABOR.

General Offices: 405-A Vine Street, Begley Building

Poplar Bluff, Mo.,
December 20-1 9 1 9.
File, G-216.

DEC 23 1919

Mr. W.S. Carter,
Director, Division of Labor:
Washington D.C.

Dear Sir;-

We are writeing for further information relative to discriminations in rate of pay for (Colored) Brakemen, we have submitted claims to the Management of the following lines, Missouri Pacific, Frisco System, Southern Pacific, Southern Railroad and the Missouri & North Arkansas, but to this writeing we have received no tangable results. We are sending enclosed a few statements made and signed by employes affected by such discrimination, also counter-signed by their respective Conductors, who is their superior when on duty.

We have other statements similiar to these submitted, they were mailed to the division office but was not returned to us. We represented these employees in a conference held with Mr. H.P.Daugherty, October 13th-1919. in your office Washington D.C. We were advised that employees in this class of service would receive consideration in the near future. We hold that the compensation we are now asking for is long past due, the services have already been rendered, and we know that it is the intent of United States Railroad Administration to properly compensate each and every employe for services rendered. We therefore ask your attention to the statements herein submitted.

We have other statements signed that we cannot submit, for reasons they are in the office of the General Superintendent of the Missouri Paciffc R.R. at Little Rock, however, we are sending a letter received from the General Mgr. stateing the position of the Company on the matter. Statements not enclosed, is for Eugene Caruth and Ed Harness, both employed on the M.o P. Ry, Hopeing to hear from you soon relative to what these employees may expect, we are,

Sincerely yours.

Lewis W. Fairchild
National President, P.O.of R.T.

LW/HPN:

Protective Order of Railway Trainmen

IN AMERICA

OFFICERS:
SOLOMON H. HENDERSON, Chairman
CHARLES BLACKWELL, Secretary
J. F. PRICE, Treasurer

P.O.O.R.T.I.A. INSTITUTED 1915

OFFICERS:
NELSON FIELDS, Warden
W. R. JONES, Tyler
C. REED, Chaplain

ST. LOUIS COUNCIL NO. 5

Meets First Tuesday in Each Month

ST. LOUIS, MISSOURI 12/18/1919

Mr Lewis W.Fairchild,
National President P.O.O.R.Trainmen,
Poplar Bluff Mo,

Dear Sir: I wish you would take up my case to the ~~wage~~ wage committie in regards to my back pay and encrease,
We have not received any thing on this last encrease pay,and so i am ask= ing you to give me some idieastoward this matter,
For the time is fast passing by and it seems as though we were not going to get any thing,

Now if there is any back pay for me why I like to know it,I feel as though it has been granted but the company is holding it back from us, now i ask you as my supior officer to investigate this matter for me,if you please as soon as possible and let me know the results.

Now my service as head end man,dureing switching help picking up cars setting out cars ended about the 16th of July,now I heard the train master tell one of the boys that they would not pay any back time or encrease, when I were in the office last july when i were in Louisville Ky, but that I think that were a sham to keep us from asking for it.
Will you please take this matter up right away and see what you can do,Iwill give you all of theinformation you want along this line when you get ready for it, in regards to my work on the run which i work on.

Let me hear from you at your earliest,
Yours in W.F.T.

Nelson Fields
Vice President LocalNo5

FORM 8049

UNITED STATES RAILROAD ADMINISTRATION
DIRECTOR GENERAL OF RAILROADS
SOUTHWESTERN REGION
MISSOURI PACIFIC RAILROAD

J. F. MURPHY,
GENERAL MANAGER.
E. C. WILLS,
ASSISTANT GENERAL MANAGER.

RAILWAY EXCHANGE BLDG.
ST. LOUIS

Dec. 10th, 1919.
File H-62404.

Mr. Lewis W. Fairchild,
Poplar Bluff, Mo.,

Dear Sir:

Your letter of Nov. 26th, reference to Eugene Caruth and Ed. Harness, porters on the Arkansas and Memphis Divisions.

Our investigation develops that these two porters are not doing any brakeman-porter work. If they are performing any service outside of their regular duties, it has been without authority; therefore, your request for brakeman-porter rates for these two men is declined.

Yours truly,

E C Wills
Assistant General Manager.

these men have received no instruction to discontinue any part of their usual employment until advised by this letter, they have performed same service as always

PROTECTIVE ORDER OF RAILROAD TRAINMEN.

. S T A T E M E N T S .

PORTER-BRAKEMEN.

Frisco RAILROAD COMPANY.

I Henry Thomas am now and have been employes on the St L.&, S.F. Railroad as Train Porter. The duties usually assigned to me are as follows, I am required to perform these essential duties; Give signals for the government and movement of trains, couple and uncouple cars and engines daily, flag ahead of trains, regulate steam heat in coaches, light and ventilate coaches, assist passengers on and off trains and all duties assigned to passenger brakemen.

I have been required to perform this class of service at all times since my employment with the Frisco Railroad Co. until June 1st 1919

I was furnished a switch key from the Division office of the Asst Supt Hugo-Frisco Railroad Co. when placed in service and have never received any instructions to discontinue any of my usal services performed prior to Federal control of the railroads other than stated herein, there-fore under supplement No. 12 to General Order No.27 which is as follows:

1. Employees in a passenger train crew, except conductors, collectors and baggagemasters, qualified and regularly required to perform the following essential duties, will be designates as passenger brakemen and paid accordingly;

(a) Inspect cars and test signals and brake apparatus for the safety of train movement.

(b) Use hand and lamp signals for the protection and movement of trains.

(c) Open and close switches.

(d) Couple and uncouple cars and engines and the hose and chain attachments thereto.

(e) Compare watches when required by rule.

2. Where white brakemen are not employed, the compensation and over time rule for Colored brakemen shall be the same, for both passenger and freight service, as for the same positions on the minimum paid contiguous road.

3. This order shall not curtail the duties of employees hereto-fore classed as train porters.

4. This order shall not infringe upon the seniority rights of white trainmen,

W.G. McAdoo.
Director General of Railroads.

---

and by the virtue of the position I now hold with the St. L. & S.F. Railroad Co. and the dutied I am now required to perform I claim compensation according to the present trainmen's schedule, which is shown in supplement No. 16 to G.O. No.27 which is as follows:

Effective January-1st-1919, except as other wise provided for herein as to the employees named herein, the following rates of pay and rules for over time and working conditions upon railroads in Federal operation are here-by ordered;

PASSENGER SERVICE.

Article 1. Rates of Pay.

(a) Rates of trainmen on trains propelled by steam of other motive power except as provided in section (b)

CLASS	Per Mile Cents	Per Day	Per Month,
Conductors----------	4.00	$6.00	$180.00
Assistant Conductors, Ticket Collect	3.20	4.80	144.00
Baggagemen operating dynamo	3.00	4.50	135.00
Baggagemen handeling express	3.00	4.50	135.00
Baggagemen	2.77	4.16	124.00
Flagmen and Brakemen	2.66	4.00	120.00

Article 11. Basic Day.

One hundred and (150) fifty miles or less (straightway of turn around) shall constitute a days work. Miles in excess of 15o will be paid for at the rate provided.

A passenger day begins at the time of reporting for duty for the initial trip. Daily rates obtain untill the miles made at the mileage rates exceed the daily minimum.

Prior to January 1st-1919. I claim compensation, being baised on the rates paid passenger brakemen on the St. L. & S. Frisco Rail Road railroad Co., begining June 1st-1918. I have been regularly employed on trains No. 506 & 505 since June 1-1914. My regular conductor at present is Mr. Perry Hartin. My average over time made daily is not less than 2 hour Every 3rd day Per day. Since January 1st-1919, I claim compensation according to supplement No. 16., back time now fue for both periods and unpaid. (20 hrs. each month)

The forgoing statement is made to the General Superintendant Mr. C. H. Ballzell at Fort Smith Ark

This is a correct statement relative to my condition with the St. L. & S. F Railroad Co. and I there-fore ask that an adjustment be made and back time allowed for my previous services as no instructions have been issued to cause me to discontinue any part of my usual services other than stated herein.

Signed: Henry Thomas

This is to certify that the foregoing statements made by Train Porter Henry Thomas relative to the class of service he is required to perform is correct. He has performed this service under my instructions as a member of the train crew. Until Instructed not to do so by Frisco Officials

Signed: Perry Hartin
Passenger Train Conductor.

G.O. File G-216. St Louis & San Frisco Railroad Co.
EC/LW/HPN.

PROTECTIVE ORDER OF RAILROAD TRAINMEN.

. S T A T E M E N T S .

PORTER-BRAKEMEN.

_____ RAILROAD COMPANY.

I John Allison am now and have been employed on the Frisco R.R. Railroad as train porter, the duties usually assinged to me are as follows; I am required to perform these essential duties, give signals for government and movement of trains, couple and uncouple cars, and engins daily, flag ahead of trains, regulate steam heat in coaches, light and ventilate coaches, assist passengers on and off train and all duties assigned to passenger brakemen.

I have been required to perform this class of service at all times since my employment with the Frisco Raliroad Co. until June 1st 1919

I was furnished a switch key from the Division office of the assnt. Supt. Hugo Okla Frisco Railroad Co. when placed in service and have never received any instructions to discontinue any of my service usually performed prior to Fereral control of the railroads other than stated herein, thereefore under supplement No.12 to General Order No. 27. which is as follows:

1. Employees in a passenger train crew, except Conductor, Collector and Baggagemaster, qualified and regularly required to perform the following essential duties, will be designated as passenger brakemen or flagmen and paid accordingly;

(a) Inspect cars and test signals and brake apparatus for the safety of train movement.

(b) Use hand and lamp signals for the protection and movement of trains.

(c) Open and close switches.

(d) Couple and uncouple cars and engines and the hose and chain attachments thereto.

(e) Compare watches when required by rule.

2. Where white brakemen are not employed, the compensation and over time rule for Colored brakemen shall be the same, for both passenger and freight service, as for the same positions on the minimum paid contiguous road.

3. This order shall not curtail the duties of employees herato-fore classed as train porters.

4. This order shall not infringe upon the rights of white Brakmmen.

W.G. McAdoo.
Director General of Railroads.

---

and by the virtue of the position I now hold with the Frisco _____ Railroad Co. And the duties I am now required to perform I claim compensation according tothe present trainmen's schedule, which is shown in supplement No.16 to G.O.No.27 which is as follows:

Effective January-1st-1919 except as other wise provided for herein as to the employes herein named, the following rates of pay and rules for over time and working conditions upon railroads in Federal operation are here-by ordered;

PASSENGER SERVICE.

Article 1. Rates of Pay.

(a) Rates of trainmen on trains propelled by steam of other motive power except as provided in section (b)

CLASS	Per Mile Cents	Per Day	Per Month.
Conductors----------	4.00	$6.00	$180.00
Assistant Conductors, Ticket Collect	3.20	4.80	144.00
Baggagemen operating dynamo	3.00	4.50	135.00
Baggagemen handeling express	3.00	4.50	135.00
Baggagemen	2.77	4.16	124.00
Flagmen and Brakemen	2.66	4.00	120.00

Article 11. Basic Day.

One hundred and (150) fifty miles or less (straightway of turn around) shall constitute a days work. Miles in excess of 15o will be paid for at the rate provided.

A passenger day begins at the time of reporting for duty for the initial trip. Daily rates obtain untill the miles made at the mileage rates exceed the daily minimum.

Prior to January 1st-1919. I claim compensation, being baised on the rates paid passenger brakemen on the St L.E. & F

_____ railroad Co., begining June 1st-1918. I have been regularly employed on trains No. 505.6506 since 1914.

My regular conductor at present is Mr. _____.

My average over time made daily is not less than Every 3rd day 2 hours 20 Minutes per day. Since January 1st-1919, I claim compensation according to Supplement No. 16., back time now due for both periods and unpaid.

The forgoing statement is made to the General Superintendant Mr. C. H. Ballzell at Fort Smith Ark

This is a correct statement relative to my condition with the St L.E. & F Railroad Co. and I there-fore ask that an adjustment be made and back time allowed for my previous services as no instructions have been issued to cause me to discontinue any part of my usual services other than stated herein.

Signed: John Allison

This is to certify that the foregoing statements made by Train Porter John Allison relative to the class of service he is required to perform is correct. He has performed this service under my instructions as a member of the train crew. Until June 1 Wich was discontinued by Trico Officials

Signed: E. Thelwarda

Passenger Train Conductor.

St. L. & S. F. Railroad Co.

G.O. File G-216.
EC/LW/HPN.

PROTECTIVE ORDER OF RAILROAD TRAINMEN.

. S T A T E M E N T S .

PORTER-BRAKEMEN.

Frisco RAILROAD COMPANY.

I L.H. Brooks am now and have been employes on the St.L.&S.F. Railroad as Train porter. The duties usually assigned to me are as follows, I am required to perform these essential duties; Give signals for the government and movement of trains, couple and uncouple cars and engines daily, flag ahead of trains, regulate steam heat in coaches, light and ventilate coaches, assist passengers on and off trains and all duties assigned to passenger brakemen.

I have been required to perform this class of service at all times since my employment with the Frisco Railroad Co.

I was furnished a switch key from the Division office of the assist Supt Frisco Railroad Co. when placed in service and have never received any instructions to discontinue any of my usal services performed prior to Federal control of the railroads other than stated herein, there-fore under supplement No. 12 to General Order No.27 which is as follows:

1. Employees in a passenger train crew, except conductors, collectors and baggagemasters, qualified and regularly required to perform the following essential duties, will be designates as passenger brakemen and paid accordingly;

(a) Inspect cars and test signals and brake apparatus for the safety of train movement.

(b) Use hand and lamp signals for the protection and movement of trains.

(c) Open and close switches.

(d) Couple and uncouple cars and engines and the hose and chain attachments thereto.

(e) Compare watches when required by rule.

2. Where white brakemen are not employed, the compensation and over time rule for Colored brakemen shall be the same, for both passenger and freight service, as for the same positions on the minimum paid contiguous road.

3. This order shall not curtail the duties of employees hereto-fore classed as train porters.

4. This order shall not infringe upon the seniority rights of white trainmen,

W.G. McAdoo.
Director General of Railroads.

and by the virtue of the position I now hold with the St.L.&S.F Railroad Co. and the dutied I am now required to perform I claim compensation according to the present trainmen's schedule, which is shown in supplement No. 16 to G.O. No.27 which is as follows:

Effective January-1st-1919, except as other wise provided for herein as to the employees named herein, the following rates of pay and rules for over time and working conditions upon railroads in Federal operation are here-by ordered;

PASSENGER SERVICE.

Article 1. Rates of Pay.

(a) Rates for trainmen on trains propelled by steam or other motive power except as provided in section (b)

CLASS	Per Mile. cents.	Per Day.	Per Month.
Conductors----------	4.00	$6.00	$180.00
Assistant Conductors, Ticket Col	3.20	4.80	144,00
Baggagemen operating dynamo	3.00	4.50	135.00
Baggagemen handeling express	3.00	4.50	135,00
Baggagemen	277	4.16	124.00
Flagmen and Brakemen	2.66	4.00	120.00

Article 11. Basic Day.

One hundred (150) and fifty miles or less (straight way or turn around) shall constitute a days work. Miles in excess of 15o will be paid for at the rate provided.

A passenger day begins at the time of reporting for duty for the initial trip. Daily rates obtain untill the miles made at the mileage rates exceed the daily minimum.

Prior to January 1st-1919. I claim compensation being baised on the rates paid passenger brakemen on the St. L. & S Frisco _____ Railroad Company, begening June-1st-1918. I have been regularly employed on train No. 571-572 575-576 Since June 1-1914 My regular Conductor at present is Mr. Chas R. Miller My average over time made daily is not less than _____ per day. Since January-1st-1919 I claim compensation according to supplement No. 16. Back time now due for both periods and unpaid.

The fore going statement is made to the General Superintendant Mr. C. H. Battlzell at Fort Smith Ark

This is a correct statement relative to my condition with the St. L. & S. F. Railroad Co. and I there-fore ask that an adjustment be made and back time allowed for my previous services as no instructions have been issued to cause me to discontinue any part of my usual duties other than stated herein.

Signed: L H Brooks

This is to certify that the fore-going statements made by Train porter L. H. Brooks relative to the class of service he is required to perform is correct. He has performed this service under my instructions as a member of the train crew. Until Instructed not to do so by Frisco Officials

Signed: Chas R. Miller
Passenger Train Conductor,
St Louis and San Francisco Railroad Co.

G.O. File G-216.
EC/LW/HPN.

PROTECTIVE ORDER OF RAILROAD TRAINMEN.

. S T A T E M E N T S .

PORTER-BRAKEMEN.

St L.+S.F.R.R. RAILROAD COMPANY.

I Charlie Roe am now and have been employes on the St L.+S.F. Railroad as Train Porter. The duties usually assigned to me are as follows, I am required to perform these essential duties; Give signals for the government and movement of trains, couple and uncouple cars and engines daily, flag ahead of trains, regulate steam heat in coaches, light and ventilate coaches, assist passengers on and off trains and all duties assigned to passenger brakemen.

I have been required to perform this class of service at all times since my employment with the St L.+S.F. Railroad Co. until June 1st 1919

I was furnished a switch key from the Division office of the St L.+S.F. Railroad Co. when placed in service and have never received any instructions to discontinue any of my usal services performed prior to Federal control of the railroads other than stated herein, there-fore under supplement No. 12 to General Order No.27 which is as follows:

Sp Hugo orig

1. Employees in a passenger train crew, except conductors, collectors and baggagemasters, qualified and regularly required to perform the following essential duties, will be designates as passenger brakemen and paid accordingly;

(a) Inspect cars and test signals and brake apparatus for the safety of train movement.

(b) Use hand and lamp signals for the protection and movement of trains.

(c) Open and close switches.

(d) Couple and uncouple cars and engines and the hose and chain attachments thereto.

(e) Compare watches when required by rule.

2. Where white brakemen are not employed, the compensation and over time rule for Colored brakemen shall be the same, for both passenger and freight service, as for the same positions on the minimum paid contiguous road.

3. This order shall not contail the duties of employees hereto-fore classed as train porters.

4. This order shall not infringe upon the seniority rights of white trainmen,

W.G. McAdoo.
Director General of Railroads.

---

and by the virtue of the position I now hold with the St L.+S.F. Railroad Co. and the dutied I am now required to perform I claim Compensation according to the present trainmen's schedule, which is shown in supplement No. 16 to G.O. No.27 which is as follows:

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Baggagemen operating dynamo	3.00	4.50	135.00
Baggagemen handeling express	3.00	4.50	135.00
Baggagemen	2.77	4.16	124.00
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Article 11. Basic Day.

One hundred and (150) fifty miles or less (straightway of turn around) shall constitute a days work. Miles in excess of 15o will be paid for at the rate provided.

A passenger day begins at the time of reporting for duty for the initial trip. Daily rates obtain untill the miles made at the mileage rates exceed the daily minimum.

Prior to January 1st-1919. I claim compensation, being baised on the rates paid passenger brakemen on the St. L. & S. F. _____ railroad Co., begining June 1st-1918. I have been regularly employed on trains No. 571-572 575-576 since 1908.

My regular conductor at present is Mr. Joe Pierce.

My average over time made daily is not less than ✓ per day. Since January 1st-1919, I claim compensation according to supplement No. 16., back time now fue for both periods and unpaid.

The forgoing statement is made to the General Superintendant Mr. G. H. Schleyer at Springfield Mo.

This is a correct statement relative to my condition with the St. L. & S. F. Railroad Co. and I there-fore ask that an adjustment be made and back time allowed for my previous services as no instructions have been issued to cause me to discontinue any part of my usual services other than stated herein.

Signed: Charlie Roe

This is to certify that the foregoing statements made by Train Porter Charlie Roe relative to the class of service he is required to perform is correct. He has performed this service under my instructions as a member of the train crew. Instructed not to do so by Frisco Officials until

Signed: Joe Pierce
Passenger Train Conductor.

St. L. & S. F. Railroad Co.

G.O. File G-216.
EC/LW/HPN.

PROTECTIVE ORDER OF RAILROAD TRAINMEN.

STATEMENTS.

PORTER-BRAKEMEN.

St L. & S Frisco RAILROAD COMPANY.

I Julius N. Hill am now nad have been employed on the St L. & S Frisco Railroad as Train Porter, the duties ussually assigned to me are as follows; I am required to perform these essential duties, Give signals for government and movment of trains, couple ans uncouple cars and engines daily, flag ahead of trains, regulate steam heat in coaches, light and ventilate coaches, assist passengers on and off train, and all other duties assigned to passenger-brakemen.

I have been required to perform this class of service at all times since my employment with the St. L. & S Frisco Railraod Co. until June 1st 1919

I was furnished a switch key from the Division office of the asst Supt Frisco Railroad Co. when placed in service and have never received any instructions to discontinue any of my service usually performed prior to Federal Control of Railroads other than stated herein, there-fore under supplement No. 12 to General Order No. 27., which is as follows:

1. Employees in a passenger train crew, except Conductor, Collector and Baggagemaster, qualified and regularly required to perform the following essential duties, will be designated as passenger Brakemen or Flagmen and paid accordingly;

(a) Inspect cars and test signals and brake apparatus for the safety of train movment.

(b) Use hand and lamp signals for the protection and movment of trains.

(c) Open and close switches.

(d) Couple and uncouple cars and the hose and chain attachments thereto.

(e) Compare watches when required by rule.

2.

Where white Brakemen are not employed, the compensation and over time rule for Colored Brakemen shall be the same, for both passenger and freight service, as for the same positions on the minimum paid contiguous road.

3.

This order shall not curtail the duties of employees hereto-fore classed as train porters.

4.

This order shall not infringe upon the seniority right of white trainmen.

W.G. McAdoo.
Director General of Railroads.

and by the virtue of the position I now hold with the St. L. & S. Frisco Railroad Co. and the duties I am now required to perform I claim compensation according to the present trainmen's schedule, which is shown in supplement No.16 to Geo. No. 27 which is as follows:

Effective January 1st-1919 except as other wise provided for herein as to the employees herein named, the following rates of pay and rules for over time and working conditions upon the Railroads in Federal Control and operation are here-by ordered;

Article No. 1. Rates of Pay.

(a) Rates for Trainmen on trains propelled by steam or other motive power except as provided for in section (b).

CLASS	Per Mile Cents.	Per Day	Per Month
Conductors----------	4.00	$6.00	$180.00
Assistant Conductors, Ticket Coll.-	3.20	4.80	144.00
Baggagemen operating dynamo--------	3.00	4.50	135.00
Baggagemen handling Express -------	3.00	4.50	135.00
Flagmen and Brakemen ----------	2.66	4.00	120.00

Article 11. Basic day.

One hundred and (150) fifty miles or less (straightway or turn around) shall constitute a days work. Miles in excess of 150 will be paid for at the rate provided.

A passenger day begins at the time of reporting for duty for the initial trip. Daily rates obtain untill the miles made at the mileage rates exceed the daily minimum.

Prior to Jan. 1st-1919., I claim compensation, being baised on the rates paid passenger Brakemen on the St. L. & S. Frisco Railroad Co., begining June 1st-1918. I have been regularly employed on train No. ---, since, June 1 1914

My regular Conductor at present is Mr. ---

My average over time made daily is not less that --- per day.

Since Jan. 1st-1919., I claim compensation according to supplement No. 16. Back time now due for both periods and unpaid.

The fore-going statement is made to the General Supperintendant Mr. C. H. Baltzell, at, Fort Smith ark

This is a correct statement relative to my condition with the St. L. & S. Frisco Railroad Co. and I there-fore ask that an adjustment be made and back time allowed for my previous services as no instructions have reached me or been issued to cause me to discontinue any part of my usual services other that stated herein.

SIGNED: Julus M. Hill

This is to certify that the foregoing statments made by Train porter Julus M. Hill relative to the class of service he is required to perform is correct. He has performed this service under my instructions as a member of the train crew. until Instructed not to do so by Frisco Officials

SIGNED:

Passenger Train Conductor.

St. L. & S. Frisco Railroad Co.

RC/LW/HPN.
G.O. File G-216.

PROTECTIVE ORDER OF RAILROAD TRAINMEN.

STATEMENTS.

PORTER-BRAKEMEN.

St. L. & Frisco RAILROAD COMPANY.

I W. D. Tyree am now nad have been employed on the St. L. & Frisco Railroad as Train Porter, the duties usually assigned to me are as follows; I am required to perform these essential duties, Give signals for government and movment of trains, couple ans uncouple cars and engines daily, flag ahead of trains, regulate steam heat in coaches, light and ventilate coaches, assist passengers on and off train, and all other duties assigned to passenger-brakemen.

I have been required to perform this class of service at all times since my employment with the Frisco Railraod Co. until June 1st 1919

I was furnished a switch key from the Division office of the asst. Supt Frisco Railroad Co. when placed in service and have never received any instructions to discontinue any of my service usually performed prior to Federal Control of Railroads other than stated herein, there-fore under supplement No. 12 to General Order No. 27., which is as follows:

1. Employees in a passenger train crew, except Conductor, Collector and Baggagemaster, qualified and regularly required to perform the following essential duties, will be designated as passenger Brakemen or Flagmen and paid accordingly;

(a) Inspect cars and test signals and brake apparatus for the safety of train movment.

(b) Use hand and lamp signals for the protection and movment of trains.

(c) Open and close switches.

(d) Couple and uncouple cars and the hose and chain attachments thereto.

(e) Compare watches when required by rule.

2. Where white Brakemen are not employed, the compensation and over time rule for Colored Brakemen shall be the same, for both passenger and freight service, as for the same positions on the minimum paid contiguous road.

3. This order shall not curtail the duties of employees hereto-fore classed as train porters.

4. This order shall not infringe upon the seniority right of white Trainmen.

W.G. McAdoo.
Director General of Railroads.

and by the virtue of the position I now hold with the St. L. & S. F. Railroad Co. and the duties I am now required to perform I claim compensation according to the present trainmen's schedule, which is shown in supplement No.16 to Geo. No. 27 which is as follows:

Effective January 1st-1919 except as other-wise provided for herein as to the employees herein named, the following rates of pay and rules for over time and working conditions upon the Railroads in Federal Control and operation are here-by ordered;

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Baggagemen operating dynamo--------	3.00	4.50	135.00
Baggagemen handling Express -------	3.00	4.50	135.00
Flagmen and Brakemen ----------	2.66	4.00	120.00

Article 11. Basic day.

One hundred and (150) fifty miles or less (straightway or turn around) shall constitute a days work. Miles in excess of 150 will be paid for at the rate provided.

A passenger day begins at the time of reporting for duty for the initial trip. Daily rates obtain untill the miles made at the mileage rates exceed the daily minimum.

Prior to Jan. 1st-1919., I claim compensation, being baised on the rates paid passenger Brakemen on the St. L. & S F Railroad Co., begining June 1st-1918. I have been regularly employed on train No. 571-572-574-575, since, June 1914 My regular Conductor at present is Mr. H. R. Milbourn My average over time made daily is not less that _____ per day.

Since Jan. 1st-1919., I claim compensation according to supplement No. 16. Back time now due for both periods and unpaid.

The fore-going statement is made to the General Supperintendant Mr. C. H. Baltzell, at, Fort Smith ark

This is a correct statement relative to my condition with the St L. & S F Railroad Co. and I there-fore ask that an adjustment be made and back time allowed for my previous services as no instructions have reached me or been issued to cause me to discontinue any part of my usual services other that stated herein.

SIGNED: W. D. Tyree

This is to certify that the fore-going statments made by Train porter W. D. Tyree relative to the class of service he is required to perform is correct. He has performed this service under my instructions as a member of the train crew. until Instructed not to do so by Frisco Official June 1st 1919-

SIGNED: _____

Passenger Train Conductor.

St. L. & S Frisco Railroad Co.

EC/LW/HPN.
G.O. File G-216.

PROTECTIVE ORDER OF RAILROAD TRAINMEN.

STATEMENTS.

PORTER-BRAKEMEN.

St. L. & S. Frisco RAILROAD COMPANY.

I Murry Hill am now nad have been employed on the _____ Railroad as Train Porter, the duties ussually assigned to me are as follows; I am required to perform these essential duties, Give signals for government and movment of trains, couple ans uncouple cars and engines daily, flag ahead of trains, regulate steam heat in coaches, light and ventilate coaches, assist passengers on and off train, and all other duties assigned to passenger-brakemen.

I have been required to perform this class of service at all times since my employment with the Frisco Railraod Co. until June 1st 1919

I was furnished a switch key from the Division office of the Asst. Supt. Frisco Railroad Co. when placed in service and have never received any instructions to discontinue any of my service usually performed prior to Federal Control of Railroads other than stated herein, there-fore under supplement No. 12 to General Order No. 27., which is as follows:

1. Employees in a passenger train crew, except Conductor, Collector and Baggagemaster, qualified and regularly required to perform the following essential duties, will be designated as passenger Brakemen or Flagmen and paid accordingly;

(a) Inspect cars and test signals and brake apparatus for the safety of train movment.

(b) Use hand and lamp signals for the protection and movment of trains.

(c) Open and close switches.

(d) Couple and uncouple cars and the hose and chain attachments thereto.

(e) Compare watches when required by rule.

2. Where white Brakemen are not employed, the compensation and over time rule for Colored Brakemen shall be the same, for both passenger and freight service, as for the same positions on the minimum paid contiguous road.

3. This order shall not curtail the duties of employees hereto-fore classed as train porters.

4. This order shall not infringe upon the seniority right of white Trainmen.

W.G. McAdoo.
Director General of Railroads.

and by the virtue of the position I now hold with the St. L. & S. F. Railroad Co. and the duties I am now required to perform I claim compensation according to the present trainmen's schedule, which is shown in supplement No.16 to Geo. No. 27 which is as follows:

Effective January 1st-1919 except as other wise provided for herein as to the employees herein named, the following rates of pay and rules for over time and working conditions upon the Railroads in Federal Control and operation are here-by ordered;

Article No. 1. Rates of Pay.

(a) Rates for Trainmen on trains propelled by steam or other motive power except as provided for in section (b).

CLASS	Per Mile Cents.	Per Day	Per Month
Conductors----------	4.00	$6.00	$180.00
Assistant Conductors, Ticket Coll.-	3.20	4.80	144.00
Baggagemen operating dynamo--------	3.00	4.50	135.00
Baggagemen handling Express -------	3.00	4.50	135.00
Flagmen and Brakemen ----------	2.66	4.00	120.00

Article 11. Basic day.

One hundred and (150) fifty miles or less (straightway or turn around) shall constitute a days work. Miles in excess of 150 will be paid for at the rate provided.

A passenger day begins at the time of reporting for duty for the initial trip. Daily rates obtain untill the miles made at the mileage rates exceed the daily minimum.

Prior to Jan. 1st-1919., I claim compensation, being baised on the rates paid passenger Brakemen on the St. L. & S. Frisco _____ Railroad Co., begining June 1st-1918. I have been regularly employed on train No. ___–___, since, June 1-1919 _____ My regular Conductor at present is Mr. ___–___ My average over time made daily is not less that ___–___ per day.

Since Jan. 1st-1919., I claim compensation according to supplement No. 16. Back time now due for both periods and unpaid.

The fore-going statement is made to the General Supperintendant Mr. C. H. Battzell, at, Fort Smith Ark

This is a correct statement relative to my condition with the St. L. & S. Frisco Railroad Co. and I there-fore ask that an adjustment be made and back time allowed for my previous services as no instructions have reached me or been issued to cause me to discontinue any part of my usual services other that stated herein.

SIGNED: Murry Hill

This is to certify that the fore-going statments made by Train porter Murry Hill relative to the class of service he is required to perform is correct. He has performed this service under my instructions as a member of the train crew. until Instructed not to do so by Frisco Official

SIGNED: _____

Passenger Train Conductor.

St. L. & S. Frisco Railroad Co.

EC/LW/HPN.
G.O. File G-216.

E-38-11-A — 8
Your G-216

December 31, 1919.

Mr. Lewis W. Fairchild, National President,
P. O. O. R. T. I. A.,
Poplar Bluff, Mo.

Dear Sir:

Referring to your letter of the 20th inst., file G-216, addressed to Mr. W. S. Carter, Director, relative to alleged discriminations in rate of pay for colored trainmen; and enclosing statements made and signed by employes affected by such discriminations, also countersigned by their respective conductors, who are their superiors when on duty.

The Division of Labor has done everything possible up to this time to bring the colored train porter question to a conclusion, and as stated to your chief clerk, Mr. H. P. Nelson, in my letter of December 10th, the entire colored train porter situation throughout the country has been investigated and laid before the Director General personally, and is now receiving the attention of his office, and we can do nothing further until a determination of same is made by him which we are hoping will be very soon.

Very truly yours,

H. P. Daugherty

Assistant Director.

ll/as

DIVISION OF LABOR.

E-35-11-L

140167

M

MAR 15 1920

WACO. TEXAS,
March. IIth. 1920.

Mr. Walker. D. Hines
Director General of Railroads.

sir will you kindly give me some information I am shew you will. have you approve on this organization by the name of colored. protective. Order of railroad Trainmen, also have it been before the Wedge boad of commisson, the repersenting of this Order is Lewis W Fairchild. will you kindly advise me with astatement wheather not this Organization is in force are not. I will thank you in advance for your request. will you please give me a correspondest from this letter at and early date. we are trying to look after the entrest of it, by your great horner I will appreshate any thing you may do for me.

your truly
Charlie. Alexander,

let me hear from you at once

MAR 1[illegible] 1920

April 1, 1920.

E-38-11-8

Mr. Charlie Alexander,
Waco, Texas.

Dear Sir:

Referring to your letter of March 11th, addressed to the Director General, which has been referred to us, requesting information relative to the Protective Order of Railroad Trainmen, which is represented by Mr. Lewis W. Fairchild.

For your information will state we have had correspondence with this organization, but the Railroad Administration has never had an agreement with it regarding wages and working conditions of any class of employes.

Very truly yours,

C. S. Lake
J. A. Franklin
Assistants to Director General

By .....

11-MJ

UNITED STATES RAILROAD ADMINISTRATION

Division of Railways

Pyle & Goodrich

CHICAGO & ALTON RAILROAD

FILE NO. 28-11-G-9

SUBJECT: Claim of colored train porters on the Chicago & Alton Railroad for classification of Supplement No 12 to General Order No 27.

Volume No. _____

From _____

To _____

DIVISION OF LABOR

119234

E-38-11-C

325 Troup Ave.,
Kansas City, Kans.
Oct. 9th, 1919

Mr. W. D. Hines,
Director General Of Railroads,
Washington, D. C.

Dear Sir:

We the undersigned Train Porters in the service of The Chicago and Alton Railroad have been trying to ascertain why General Order No. 27 Supplement No. 12 has not been executed in our case. We now apply directly to you, as we believe we should have been given the wage increase as specified in order. Other roads have complied with the order.

We the train porters on the Chicago and Alton perform all duties as such together with other duties as brakeman and flagman carrying equipment for such, yet we do not receive wage as such.

We believe the matter should be given consideration, in view of the fact it is an order and we most sorely need the increase. The majority of us have been in the employee of the Company many years and you may know we have tried to give efficient service.

In short we Trainmen of color, desire you to take up the matter of our wage increase, as it has been due sometime.

Thanking you in advance for your consideration of this matter, we await your reply at your earliest convenience.

We remain,

Yours respectfully,

Trainmen Of Chicago & Alton.

E. M. Wilson
J. C. Ray.
W. T. Arnold
G. W. Roberts
B. F. Tindel.
Will. Batrell
E. G. Barnhill.

DIVISION OF LABOR
OCT 13 1919
OFFICE OF DIRECTOR GENERAL OF RAILROADS
OCT 1 1919

To the Officials, of the

Chi. & Alton Ry Co.,
C.B.& Q. Ry Co.,

Gentelmen:-

We the undersigned, Train-Porters, of service on your Road, desire to call attention to the fact, that we have not received the benefit of General Order No.27, Supplement No.12, by receiving the wage provided for therein.

We perform the duties of Train-porters, Brakemen and Flagmen, in addition to our regular duties; yet we are only paid for Chair-car service, the sum of $77.50 per Mo; while other standard roads pay our "class",$2.66 per hundred, for the same service.

We do not want this communication treated as any protest, but we most respectfully submit, that as faithful employees, devoting many years of the best part of our life to the service, we should be placed on an equality with the other employees, in our class, and that this relief should be hastened with all possible speed.

Respectfully submitted,

B. F. Tindel
G. H. Roberts
E. M. Wilson
J. E. Ray
Will Bataell
W. T. Arnold

Wage Increase:

Slater, Mo., September 21st., 1919:

Messrs.
G.W Roberts.
Wm.Wilson
B.F.Tindell
J.C.Ray
Will Batnell
W.T.Arnold.

Gentlemen:-

I have your petition relative to the wage increase as referred to in Supplement 12 of General Order #27.

Paragraph 5 of Supplement 12 to General Order #27 reads:

"This order shall not curtail duties of employes heretofore classified as train porters"

Therefore, Supplement #12 does not effect train porters.

Yours truly,

G.W.Brown

Train Master.

112254

October 13, 1919.

Dear Sir:

This will acknowledge receipt of letter of the 9th instant, signed by yourself and other train porters, urging that you be paid back pay for services on the Chicago & Alton Railroad.

Your letter is being referred to Mr. W.S.Carter, Director, Division of Labor, for attention.

Sincerely yours,

(Signed) M. B. G.

Mr. E. M. Wilson,
#325 Troup Ave.,
Kansas City, Kans.

C*L

E-38-11-A

FILE

October Seventeenth,
Nineteen Nineteen.

Mr. E. M. Wilson,
325 Troup Ave.,
Kansas City, Kansas.

Dear Sir:

This will acknowledge receipt of communication signed by yourself and six other train porters on the Chicago & Alton Railroad, relative to classification and rate of pay you are receiving for services rendered.

Please be advised I am taking this matter up with the Federal Manager of this road, and as soon as I hear from him I will advise you further.

Yours very truly,

H. P. Daugherty

Assistant Director.

COPY

11/as

8675

Form G-77

E-38-11-A

FILE COPY

October Seventeenth,
Nineteen Nineteen.

Mr. W. G. Bierd, Federal Manager,
Chicago & Alton Railroad,
Chicago, Illinois.

Dear Sir:

The Director General is in receipt of a communication signed by E. E. Wilson and six others, train porters in the service of the Chicago & Alton Railroad, urging that they be paid back pay for services on the C. & A. Railroad.

They claim that they are performing the duties of train porters, together with other duties as brakemen and flagmen, carrying equipment for such - but do not receive wages for such service in accordance with Supplement No. 12 to General Order No. 27.

Will you kindly investigate this claim, and advise me what action will be taken.

Yours very truly,

H. P. Daugherty

Assistant Director.

Form G-77

11/as
Cc to Mr. Hale Holden,
Regional Director.

8673

UNITED STATES RAILROAD ADMINISTRATION

DIRECTOR GENERAL OF RAILROADS

CHICAGO & ALTON RAILROAD
CHICAGO, PEORIA & ST. LOUIS RAILROAD
PEORIA & PEKIN UNION RAILROAD
PEORIA RAILWAY TERMINAL
JOLIET UNION DEPOT

W. G. BIERD,
FEDERAL MANAGER

608 SOUTH DEARBORN STREET
CHICAGO, ILL.

Chicago, Ill., November 10, 1919.

IN REPLY PLEASE REFER TO 3-1229-4

DIVISION OF LABOR

NOV 12 1919

Mr. H. P. Daugherty,
Assistant Director, Division of Labor,
United States Railroad Administration,
Washington, D. C.,

Dear Sir:-

Please be referred to yours of October 17th, your file E-38-11-A, a copy of which you sent to Mr. Holden, and I am sending him a copy of this reply that your files may be checked.

It is my understanding that while you had written the Chicago & Alton on a specific complaint of certain porters, including E. M. Wilson, that like complaints from other roads were the result of the general investigation ordered by the Regional Directors that this subject may be dealt with alike on all roads and the Regional Directors make their recommendations for rates of pay for this class of employes.

I am attaching as a reply to your communication copy of my letter of October 30th addressed to the Regional Director, Mr. Holden, on this subject.

Yours very truly,

W. G. Bierd

WGB
Enc

Copy to Mr. Hale Holden.

At Peoria, Ill., October 30, 1919.

IN REPLY PLEASE REFER TO 3-1224-4

Mr. Hale Holden,
Regional Director, Central Western Region,
United States Railroad Administration,
547 West Jackson Boulevard,
Chicago, Illinois.

My dear Mr. Holden:

Please be referred to yours of October 17th on the subject of proper rates of pay or recommendations for increased rates of pay of Train Porters.

Answering your specific request to make answer to the following questions, Nos. 1, 2, 3 and 4.

On the C. P. & St. L., P. & P. U. and P. R. T. roads under this local management there are no Train Porters.

On the C. & A. R. R. are employed 19 colored Train Porters at a fixed salary of $70.00 per month, and as requested in Article No. 4 we recommend that a proper fixed monthly salary be made for such colored Train Porters. Our rates of pay are as above stated, now being $70.00 per month, and it would be my recommendation that this monthly rate be made $85.00 as this will be in proper ratio with the increases granted to all other employes performing service of about this character, skill and requirements, when it is considered that these train porters collect in the way of fees an average of $10.00 per month or more, as tips, the privilege to carry and sell newspapers, the privilege of furnishing pillows, drinking cups, etc., for which fees are collected or tips received.

Answering Question No. 1, Train Porters on the C. & A. R. R. are not now and never have been performing the duties of Passenger Brakemen or Passenger Flagmen, as such duties are defined and determined in Supplement No. 12.

It is true that each of these train porters do perform some one of the things, and in emergency cases two or three of the things or duties specifically stated in Supplement No. 12, but not as a regular assignment; therefore do not regularly perform the duties stipulated in Supplement No. 12.

For example; our train porters of course do give and exchange

signals under certain circumstances; in the event the Flagman is left or is occupied elsewhere the Porter might be called upon in such an emergency to act as a Flagman to the extent as we practice on this railroad, proceeding the train through a closed automatic block to determine whether there may be a broken rail, a car run out into the block, or anything of that character but never to serve as a Flagman in the sense of going out to protect the train. Also in such circumstances our Train Porters do go forward and open a switch for the train to enter but never held responsible for the handling of a switch, closing and locking of main line switches, etc.

Answering Question No. 2. Train Porters on the Alton Railroad have received no back time to June 1, 1918 for service performed as Brakemen because they have not performed the service of Brakemen as defined in Supplement No. 12.

Yours very truly,

(SIGNED) W. G. BIERD

WGB

E-38-11-A

FILE

November Seventeenth,
Nineteen Nineteen.

Mr. W. G. Bierd, Federal Manager,
Chicago, Illinois.
Chicago & Alton Railroad.

Dear Sir:

I wis h to acknowledge receipt of your letter of November 10th, your file No. S-1229-4, acknowledging receipt of my letter of October 17th, relative to back pay for train porters on the Chicago & Alton Railroad - also copy of your letter of October 30th addressed to Mr. Holden, Regional Director, on this subject; and wish to thank you for same.

COPY

Yours very truly,

H. P. Daugherty

Assistant Director.

11/az

Form G-77

2—8675

Hold

File No. E-38-11-A

DIVISION OF LABOR.

325 Troup Avenue,
Kansas City, Kansas,
November 29, 1919.

Mr. H. P. Daugherty,
Assistant-Director,
U.S. Railroad Administration,
Washington, D. C.

DEC 1 1919

Dear Sir:-

Referring to your letter, dated October 17, 1919, in which you stated that the communication from me and six other train porters on the Chicago & Alton Railroad, relative to classification and rate of pay we are now receiving for services rendered, will state that as yet no reply has been received to the same, except as stated in said letter, that the matter would be taken up with the Federal Manager of the road.

Please advise me what, if anything has been done in the matter, and oblige,

Yours very truly,

E. M. Wilson

E-38-11-A

December 10, 1919.

Mr. E. M. Wilson,
325 Troup Ave.,
Kansas City, Kansas.

Dear Sir:

Referring to your letter of November 29th relative to the classification and rate of pay you and six other train porters on the Chicago and Alton Railroad are now receiving for services rendered.

As stated to you, this question was taken up with the Federal Manager for investigation, and he advises that train porters on the C. & A. Railroad are not now, and never have been performing the duties of Passenger Brakemen or Passenger Flagmen, as such duties are defined and determined in Supplement No. 12; and while it is true that each of these train porters do perform some one of the things, and in emergency cases two or three of the things or duties specifically stated in Supplement No. 12, it is not as a regular assignment; therefore, they do not regularly perform the duties stipulated in Supplement No. 12.

For example -- the train porters do give and exchange signals under certain circumstances; in the event the Flagman is left or is occupied elsewhere the porter might be called upon in such an emergency to act as a flagman to such extent as they practice on the C.&.A. Railroad, proceeding the train through a closed automatic block to determine whether there may be a broken rail, a car run out into the block, or anything of that character, but never to serve as a flagman in the sense of going out to protect the train. Also in such circumstances their train porters do go forward and open a switch for the train to enter, but are never held responsible for the handling of a switch, closing and locking of main line switches, etc.

He also states the train porters on the C. & A. Railroad have received no back pay prior to June 1, 1918 for service performed as brakemen, because they have not performed the service of brakemen as defined in Supplement No. 12.

However, for your information, I wish to state that the entire colored train porter situation throughout the country has been investigated and developed, and is now before the Director General, and we hope that he will make some determination of this question in the very near future.

Very truly yours,

H. P. Daugherty

Assistant Director.

11/ax

E-38-11-6

4406 So. Wabash Ave.,
Chicago, Ill.,
Dec. 10th, 1919.

Mr. W. S. Carter, Director
Division of Labor,
Washington, D. C.

Dear Sir:-

On October 27th, I was in conference with Mr. A. P. Titus, General Manager C. & A. R. R. in regards to payment of the standard wage scale and back pay as ordered in accordance with Suppliment #12, to Bulletin Order #27.

DIVISION OF LABOR.

After a long discussion with Mr. A. P. Titus in regards to this matter, we came to a final understanding and to make sure he was right or to convince himself, he called the A. T. & S. F. and consulted them in regards to same, after which he advised me to take the business up again with you.

DEC 12 1919

Please allow me to say the C. & A. Train Porters are preforming the duties of Porter and Brakeman, as stipulated in Suppliment #12. The C. & A. has failed to pay the above mentioned.

Hoping to receive a favorable reply,
I am

Yours truly,
E. A. Barnhill
Local Chairman-Grievance Committee
C. & A. Train Porters.

EAB*IC

E-38-11-A-

January 14, 1920.

Mr. E. A. Barnhill, Local Chairman,
Grievance Committee, C & A Train Porters,
4406 South Wabash Ave.,
Chicago, Illinois.

Dear Sir:

Referring to your letter of December 10th addressed to Mr. W. S. Carter, Director, relative to rate of pay for train porters on the Chicago & Alton Railroad.

This question was replied to in my letter of December 10th to Mr. E. M. Wilson, 325 Troupe Ave., Kansas City, Kansas, which was in reply to a letter signed by Mr. Wilson, yourself and other train porters on the Chicago & Alton Railroad, addressed to the Director General under date of November 29th and referred to the Division of Labor for attention; — and which information was no doubt communicated to you by him.

For your further information, I wish to state that we expect a decision from the Director General on the entire colored train porter situation in a few days.

Very truly yours,

H. P. Daugherty

Assistant Director.

ll/as

C. E. PILE
L. E. GOODRICH

PILE & GOODRICH

LAWYERS
1810½ Main Street
PARSONS, KANSAS

January 27, 1920.

DIVISION OF LABOR

Hon. W.S. Carter,
Director of the Division of Labor,
Washington, D.C.

E-38-11-A

JAN 31 1920

My dear Sir: In Re: Claim of Colored Train Porters on Western Division of the Chicago and Alton Railroad.

Enclosed you will find statement of fact, argument and exhibits "A" and "B" attached thereto, in the matter of the claim of six colored train porters employed by the Chicago and Alton Railroad Company on what is known as its Western Division between Kansas City, Missouri, Roodhouse, Illinois and St. Louis, Missouri, all of which said gentlemen signed the application and an affidavit thereto attached with the exception of Thurston White who at the time these papers were prepared was on a leave of absence out of the city and could not be reached.

In this statement of fact you will find the conditions under which they work and the service performed set out in detail and verified by the sworn affidavits of the men themselves, said affidavit being marked exhibit "A". In exhibit "B" you will find copies of all correspondence that have been passed between these men and the officials of the Chicago and Alton Railroad on this matter. It was handled orally with part of the officials and in the affidavit at exhibit "A" you will find this matter verified by the affiants.

The thought may arise as to why this matter is presented only in behalf of the men employed on the Western Division, and for your information will say that the conditions upon which the colored train porters perform their service and the work performed is not uniform on the Chicago and Alton Railroad and whatever may be the condition on other parts of the system are not touched upon in this statement of fact, and this matter is presented only on behalf of the men on the Western Division.

This matter is being handled by the employees themselves. However, they have secured the services of the under-signed in the matter of the preparation of all the papers necessary to present this matter to the Federal Manager and the Board at Washington. If convenient it will be satisfactory with the men for you to handle this matter directly with the under-signed, or you may handle it with them direct, just as you wish.

We trust you gentlemen will give this matter your prompt and earnest consideration, as from our investigation we are quite certain that these men as a matter of right, are entitled to be classed as brakemen and paid accordingly.

Thanking you for your consideration of this matter, we are,

Very truly yours,
PILE & GOODRICH
BY L. E. Goodrich

LEG/LS
Encl.

UNITED STATES RAILROAD ADMINISTRATION

Walker D. Hines, Director General of Railroads

DIVISION OF LABOR

.Washington, D.C.

E-38-11-A

E.A. Barnhill, E.M. Wilson, B.F. Tindell, G.W. Roberts, J.L. Johnson and Thurston White, vs. Chicago and Alton Railroad Company)	STATEMENT OF FACT AND AGREEMENT.

In re application of the above named colored train porters employed by the Chicago and Alton Railroad Company, in what is known as its Western Division, for an order securing the future and proper application of General Order No. 27 and supplements No's. 12 and 16, in so far as applicable to said colored train porters, and providing for the payment of back pay earned thereunder.

STATEMENT OF FACT

Comes now your petitioners, the undersigned, E.A. Barnhill, E.M. Wilson, B.F. Tindell, G.W. Roberts, J.L. Johnson and Thurston White all residents of the City of Kansas City, Missouri, and allege that the facts in this controversy are as follows:

1. That the Chicago and Alton Railroad Company, a corporation, and the United States Railroad Administration employ the undersigned color-

ed train porters in the operation of their passenger trains on what is known as the Western Division of the Chicago and Alton Railroad Company; that said Western Division is that part of the Chicago and Alton Railroad operated between Kansas City, Missouri, Roodhouse, Illinois and St. Louis, Missouri.

2. That your petitioners are employed by said Chicago and Alton Railroad Company in the capacity of what is known and commonly called, train porters; that we are all old employees of said company; that we have been in the service of said company for periods ranging from a minimum of approximately ten years to a maximum of approximately twenty years, (See Ex. "A", Page Number 1); that the undersigned petitioners do all of the work on said Western Division of the Chicago and Alton Railroad; that we and each of us are colored men.

3. That the sworn affidavit of five of your petitioners is hereto attached, marked exhibit "A", hereby referred to and made a part hereof; that said affidavit sets out in detail the character of the work performed by your petitioners; that petitioner, Thurston White, did not sign said affidavit for the reason that he was out of the city and could not be reached on the day said affidavit was prepared, subscribed and sworn to.

4. That copies of the correspondence between the undersigned petitioners and the officials of the Chicago and Alton Railroad Company relating to this matter, is hereto attached, marked exhibit "B", hereby referred to and made a part hereof.

5. That the matter of the proper application of General Order No. 27 and supplements thereto was properly submitted to the Superintendent, J.L. Marquette, and General Manager, A.P. Titus, by the undersigned petitioner, E.A. Barnhill (See Ex. "A", Pages Number 4, 5 and 7); that same was properly submitted to the Federal Manager, G.W. Bierd, by the undersigned petitioners by and through their representative, Messrs. Pile and Goodrich, of Parsons, Kansas (See Ex. "B", Pages 1,2,3,4,5,6 and 7).

6. That this statement and argument is ex parte on behalf of the

undersigned petitioners instead of joint as provided by circular No. 3, because of the fact that the proper officials of said company have failed, neglected and refused to join in making a statement of fact and argument on the facts and merits of this controversy as shown by pages three and six of exhibit "B".

7. That from June 1st, 1918 the petitioners were paid for their service the sum of Sixty-five ($65.00) Dollars per month, which said rate of pay continued to February 1st, 1919, on which said latter date your petitioners were given a Five ($5.00) Dollars per month increase, making a wage of Seventy ($70.00) Dollars per month, which your petitioners are now drawing for their service.

8. That your petitioners have presented their claims as aforesaid to the above named officials requesting that they be paid the same rate of pay as white brakemen in the same class of service as provided by supplement No. 12.

9. That on the main line of the Western Division it is the practice of said company to use one white brakeman or flagman on the rear end of the train and a colored porter to do the work on the head end.

10. That at all terminal points where carmen are not maintained and certain points where carmen are maintained, it is the duty of, and train porters are required, to inspect cars and test signal and brake apparatus for the safety of train movement. (See Ex. "A", Pages 2 and 3)

11. That at intermediate points when ever it becomes necessary to set out or pick up a car or to detach the engine for any purpose, it is the duty of, and train porters are required to inspect cars and test signal and brake apparatus for the safety of train movement. (See Ex. "A", Pages 1 and 2)

12. That such work is not rarely but frequently required of and performed by said train porters; that this is a daily task that is performed by the train porters upon runs number 21-22-23 and 24 between Kansas

City, Missouri and St. Louis, Missouri, which said service is performed at Francis, Missouri, an intermediate point on said division. (See Ex. "A", Page 3)

13. That your petitioners constantly use hand and lamp signals for the protection and movement of their trains, ~~and in addition thereto, are held personally responsible for the care and proper display of the markers on the rear end of their trains~~.

14. That they are required by the rules of said company, to equip the train with all necessary signals such as red, ~~white and green~~ flags, ~~fusees, torpedoes~~, etc., and are required to familiarize themselves with all train rules with reference to train movement, and are held personally responsible for the use of said signals as an emergency or the regular routine of train movement requires. (See Ex. "A", Pages Number 2 and 3)

15. That all the train porters on the Western Division are required to carry switch keys, which said switch keys are furnished by the company and a deduction of One ($1.00) Dollar is made from the personal earnings of each man to pay for said switch key. (See Ex. "A", Page 4 and exhibit attached to exhibit "A")

16. That on all trains your petitioners are required to open and close switches as the necessity of train movement may demand, and in fact are required to and do perform all the duties of a head brakeman. (See Ex. "A", Pages 2, 3 and 4)

17. That we are held personally responsible and disciplined for mishandling or any failure on our part in opening and closing switches. (See Ex. "A", Page Number 3)

18. That at all terminal points where carmen are not maintained and at certain points, to-wit; Francis, Missouri, where caremen are maintained, your petitioners are required to couple and uncouple cars and engines and the hose and chain attachments thereof. (See Ex. "A", Page Number 3)

19. That at intermediate points when ever it becomes necessary to set

out or pick up a car, or to detach the engine for any purpose, it is the duty of and train porters are required to couple and uncouple cars and engines and the hose and chain attachments thereof. (See Ex. "A", Page Number 3); that such work is not rarely but frequently required of and performed by said train porters. (See Ex. "A", Page Number 3)

20. That in addition to the above mentioned duties that are required of and performed by said train porters, they are further required to look after the cleanliness, sanitation, ventilation and lighting of the several cars in their train and are required to look after the comfort of the passengers, assist them with their baggage and in alighting from the train. They are further required to assist in loading and unloading baggage and express and protect the front end of the train by flagging same when a flagman on the front end is necessary for any reason.

21. That on the Western Division of the Chicago and Alton Railroad it is the duty of your petitioners to do all flagging on the head end of the train regardless of the cause therefor; that we are frequently called upon and do flag the head end of our train; that so much of this work is done that each train is equipped with a three wheeled, hand power velocipede car for use in flagging the head end of the train.

22. That all of said train porters are required to and do perform exactly the same service on each and every passenger train that is required of and is performed by white passenger brakemen when same are used and assigned to service on the head end of the train; that under the rules of said company the white flagman is not permitted to leave the rear end of the train except to go back to flag from the rear of the train.

23. That the Chicago and Alton Railroad Company paid its white brakemen under General Order No. 27 to the date of General Order No. 16, the sum of one hundred fourteen ($114.80) and 80/100 Dollars per month; that under the terms of General Order Number 16, they are pay-

ing their white brakemen the sum of One Hundred and Twenty ($120.00) Dollars per month, as a minumum, and at the rate of Two and 66/100 ($2.66) Dollars per one hundred miles for all mileage in excess of four thousand five hundred miles per month.

24. That if supplement No. 12 to General Order No. 27 was properly applied on the Chicago and Alton Railroad, the colored train porters would have received from June 1st, 1918 to the present time, the same rate of pay as white brakemen were receiving instead of the sum of Sixty-five and Seventy Dollars per month as above stated in paragraph seven.

25. That your petitioners are now entitled to back pay from June 1st, 1918, according to the amount of time worked by each individual, based upon the difference between the wage actually paid and received by us and the rate of pay actually paid to white brakemen in passenger service.

26. That we do not feel equal to the task of preparing a statement of fact and argument in proper form and have secured the service of Messrs. Pile and Goodrich in preparing same, and if it is any convenience to this board to handle this matter with them direct, it is our wish that it may be so handled, and Messrs. Pile and Goodrich will keep us advised as to the status of this matter and are hereby authorized to fully represent us in these proceedings.

E. A. Baintill
E. M. Wilson
B. F. Lindell
G. W. McCarty
J. L. Johnson
PETITIONERS.

A R G U M E N T

We now take advantage of the opportunity to make a brief argument in support of our contentions in this matter. After reading the above statement of fact from number one to six inclusive, together with the exhibits attached hereto, it should require very little if any argument, to convince you gentlemen that those of us who are employed on the Western Division of the Chicago and Alton Railroad Company come squarely within the provisions of supplement No. 12 to General Order No. 27, and are entitled as a matter of right and justice, to be classed and paid the same rate of pay as white brakemen or flagmen. We are required to, and do perform, all the work mentioned in supplement 12 and have done so for years. There can be no question but what we do in fact perform exactly the same work as would be performed by white brakemen or flagmen if they were employed and used on the head end of all our passenger trains. We do in fact perform all of the same work that is performed on other railroads where white brakemen or flagmen are employed on the head end in passenger service. Before being permitted to accept employment as shown by the statement and exhibits thereto attached, we must first familiarize ourselves with the standard book of rules with reference to the use of signals, flagging and train movement, and must pass a satisfactory examination on same before we are permitted to enter upon our duties. We are then furnished with a rule book, time card and switch keys and are required to pay the company for the switch key. And surely it cannot be said that we are required to know our business and be provided with the tools and equipment of our calling, unless we were required to use both our knowledge of railroading and the equipment furnished us by the company in our daily work.

After passing all examinations and providing ourselves with the necessary equipment we are permitted to enter the service and are then held strictly accountable for the manner in which we perform our service and are disciplined for any failure on our part , to the point of discharge. This is conclusively shown by exhibit "A", Page 3.

We believe it is universally conceded that one of the elements taken into consideration in fixing a just wage is the fact that the work is of such a nature that there is responsibility upon the shoulders of the worker, and the responsibility is such that he is subject to discharge or other discipline in the event of any failure on his part. Another element is the fact that railroading is considered to be a hazardous occupation, and the hazards of our employment are just exactly the same as that of a brakeman. Neither do we believe that any contention will be made that life or limb is of less value to a colored man than to a white man.

As shown by the statement of fact and the exhibits attached hereto, it is the practice and custom as well as the rule on the Western Division of the Chicago and Alton Railroad Company, to regularly perform all of the service mentioned in supplement No. 12 at an intermediate point called Francis, Missouri. At that point and on four of the six passenger runs operated on that division, we daily perform all of the service that is mentioned in supplement No. 16 in changing engines. At that point to perform this train movement, we are required to uncouple the engine and the hose and chain attachments thereof, give the necessary signals in setting out the engine and coupling up the relieving engine on to our train, together with the task of coupling the hose and chain attachments thereof. In performing this operation it is necessary to both open and close switches, and after the relieving engine has been coupled on to the train, we must then inspect the cars and test the signal and brake apparatus for the

safety of our train. This one fact brings us conclusively within the terms and provisions of supplement No. 12.

In addition to the work as daily performed at Francis, Missouri, it is a matter of common knowledge that from time to time it is necessary to set out and pick up passenger cars the same as is done on freight trains, as often show cars or other extra cars are being handled and set out at points other than regular terminals. In such cases we are again called upon and do perform, all the service mentioned in supplement No. 12.

We are also required to do all the flagging that is done for the head end of the train. Page four of exhibit "B" states the position of General Manager Bierd with reference to this matter and in the light of his own statements we cannot see wherein we are excluded from the operation of supplement No. 12. In the event the white flagman is left behind it then devolves upon us under the rules of our company, to flag for both ends of the train so far as we can do so, and we are always required to protect the front end as a regular program. It is true that we are very frequently called upon to flag through a block ahead of the train when we find the block against us, and in doing so we are absolutely responsible for the safety of both life and property, and it is our duty to protect the front end of the train regardless of whether or not it may be blocked by a car, an approaching train or any other obstruction that may be found. Mr. Bierd says we never serve as a flagman in the sense of going out to protect the train. Surely Mr. Bierd would not have you gentlemen believe that we go out armed with all the necessary signal appliances merely for the purpose of getting exercise. Surely the purpose of our trip must be of more value to the company and to the passengers on board our train than he would have you gentlemen believe. Mr. Bierd also takes the position that we are not held responsible for the handling of a switch, but exhibit "B" sights a case giving the name of the party and the discip-

lined administered which directly contradicts his statement in that respect. We are quite sure that if Mr. Bierd had more carefully investigated this matter he would not have furnished this honorable board with the information now on file.

In addition to the fact that we are required to perform all of the duties of a white brakeman or flagman, we are required to look after the comfort of our passengers, assist them with their baggage and in alighting from the train. We are further required to assist in loading and unloading baggage and express and look after the cleanliness, sanitation, ventilation and lighting of the several cars in our train.

Without a thought of attempting to censure or criticize the gentlemen sitting on this honorable board, we wish to suggest that we do not believe justice has been done us. While we do not believe justice has been done us, it is our opinion that it is because of the fact that we have never been able to get our side of the case fairly before this board, while on the other hand, the railroad officials have furnished information that does not fairly state the facts. At a time when the high cost of living has been a most serious problem, we have been deprived of an increased rate. We have observed other employees working beside us, both on the Chicago and Alton and other connecting lines of railroad and doing the same class of work, such as white brakemen and flagmen, who have been the beneficiaries of what we believe to be a more liberal reward than we have received, regardless of the fact that the railroad administration attempted to do us justice by supplement No. 12, which attempt has been thwarted by persons whose interest it is not to comply therewith. We have also observed that [redacted] co-employees and particularly white men, have been able to secure the prompt and proper application of such awards as have been made, and while we do not mean to raise the race question, nevertheless we cannot close our eyes to any of the facts in this case. We do not be-

lieve that the railroad administration would in any manner descriminate as between white and colored employees, or as between colored employees on one railroad and colored employees on another railroad, and we are quite sure that the railroad administration does not even wish to appear to be descriminating by reason of that fact.

We come in contact at various terminal points with the colored train porters working for other lines of railroads and we find that other roads are paying their colored train porters as provided by supplement No. 12, and find that these porters who are so paid, are not doing any more or different work from the work we are performing for the Chicago and Alton Railroad Company.

We have attached as exhibit "A" hereto, our certain affidavit covering these facts and we do this for the purpose of showing you gentlemen beyond any question of a reasonable doubt, that we are sincere in all our statements and contentions, and we invite a full and complete investigation of this matter by this board.

Therefore we ask that upon consideration of the merits in this case, that an order issue, directed to the officials of the Chicago and Alton Railroad Company, ordering and directing them to have their timekeeper calculate the back time due us and each of us from June 1st, 1918, to a date in the future to be fixed by you, at the same rate of pay paid during said time to the white brakemen or flagmen, all as provided by General Order No. 27 and supplements No. 12 and 16, and direct them to make payment of such time as may be found due, based upon such rate and the rate actually received by each individual herein mentioned, and that you further order and direct said company to pay to us and each of us for future service, the said rate of pay as is now being paid under supplement No. 16 to its white brakemen or flagmen, such payment to began at the time to which they have made allowance for back pay.

Thanking you in advance for your early and earnest consideration of this matter, the same is,

RESPECTFULLY SUBMITTED,

E. A. Barnhill

E. M. Wilson

B. F. Lindall

W. T. Coe

D. L. Johnson

PETITIONERS.

: E. A. BARNHILL
: E. M. WILSON
: B. F. TINDELL
AFFIDAVIT OF: G. W. ROBERTS
: J. L. JOHNSON
: THURSON WHITE
:

Exhibit "A".

IN RE APPLICATION OF GENERAL ORDER NO. 27 AND SUPPLEMENTS RELATING THERETO IN SO FAR AS APPLICABLE TO THE COLORED TRAIN PORTERS EMPLOYED BY THE CHICAGO & ALTON RAILROAD COMPANY ON WHAT IS KNOWN AS ITS WESTERN DIVISION.

State of Missouri:
: SS.
County of Jackson:

E. A. Barnhill, E. M. Wilson, B. F. Tindell, G. W. Roberts, J. L. Johnson, Thurson White, of lawful age, being first duly sworn each upon his own dividual oath says. I am a resident of the city of Kansas City, Jackson County, Missouri; that I am an employee of the Chicago & Alton Railroad Company and am employed by said company in the capacity commonly called and referred to as a train porter, that we and each of us are colored men; that we and each of us have been in the service of said company as train porters for a great many years; that our length of service for said company range from a minimum of approximately ten years to a maximum of approximately twenty years; that we and each of us are now employed by said Chicago & Alton Railroad Company on what is known as its Western Division; that there is 366 miles of track on said Western Division, that of all of said Western Division is single track railroad with the exceptions of 26 miles entering the city of St. Louis, Missouri; that said Western Division lays between the terminals of Kansas City, Missouri and Roodhouse, Illinois and St. Louis, Missouri.

Affiants further say that said Chicago & Alton Railroad Company operate 6 regular scheduled passenger trains over said Western Division

on which said trains, the train crew consists of a conductor, one white flagman and a colored train porter; that we and each of us have worked upon each of the above mentioned 6 passenger runs between the above mentioned terminals and personally know and are familiar with the work done by said colored train porters on each of said run and personally know the work required to be done on said runs by the rules of the aforesaid company; that we and each of us are personally familiar with the rules, regulations and practices of said company in so far as applicable to the duties of colored train porters engaged in passenger service.

Affiantw and each of them further saytthat it is the duty of the colored train porters and work that is regularly performed by them to inspect the cars in our trains from time to time as we go over the division and we do this at every opportunity, that it is our further duty and work that is gregularly performed by us to test the signal and brake apparatus upon every occasion when the train engine or any part thereof is uncoupled for any reason such as the setting out or picking up of a car.

Affiants and each of them say that it is the duty of the colored train porters under the rules and regulation of said company to provide themselves with all necessary signal apparatus and that we constantly use hand and lamp signals for the movement and protection of our train; that it is our duty to be alert at all times and if for any reason and regardless of the time, place or occasion it is our duty and we are regularly required to do all flagging on the head end of our train; that our duties in so far as the use of hand and lamp signals and the flagging of the head end is consernéd is just the same in all respects as if a white brakeman were employed on the head end of the train.

Affiants and each of them further say that it is our duty under the rules and regulations of the aforesaid railroad company to open all switches on the head end when heading in to passing tracks and to open all switches and often close switches when meeting trains, during

switching operation or other train movement ; that we are held personally responsible for the proper performance of our duties when handling switches and subject to discipline to the point of discharge for any improper handling of the switch; that one of these affiants, G. W. Roberts was assessed twenty demerit marks against his personal record for permitting his train to run through a switch.

Affiants and each of them further say that it is our duty as colored train porters under the rules and regulations of said company to couple and uncouple cars and engines and hose and chain attachments thereof whenever for any reason the train movement requires ;any part of the train to be uncoupled; that this work is frequently performed by these affiants at which said time we are required to and do take an active part in such switching operations, that we do exactly the same work as if a white brakeman were employed on the train; that upon runs number 21, 22, 23 and 24 between Kansas City, Missouri and St. Louis, Missouri the colored train porter is required on each trip at the city of Francis, Missouri to change engines and to make such change the train porter is required to uncouple the engine and chain and hose attachment thereof, handle switches in setting out the engine, give signals controlling the movement of said engines and make the coupling of the chain and hose attachments between the relieving engine and the train; that in making this movement we do exactly the same work that would be performed by a head brakeman if one were employed on the train; that this work is a regular incident on the above mentioned runs.

Affiants and each of them, each upon his own oath says that under the rules and regulations of said company we are required to take an examination on the book of rules and to pass a satisfactory examination on same; that the company furnishes us with a book of rules and with time cards as same are issued, that we are required to be familiar with all the rules and time card; that it is the rule of our company that the conductor, upon the receipt of a train order governing the movement of his train shall, after reading same turn it over to the porter to be read by him; that we are at all times required to be with

familiar with and know the rights of our respective trains under the time card and the orders in our possession.

Affiants further say that we and each of us are required to provide ourselves with switch keys; that the company furnish us with these keys and charge us one dollar a piece for them; that an original of a certain letter dated January 6th, 1920, addressed to Mr. E. A. Barnhill and signed by Mr. S. P. Henderson, superintendent, is hereto attached, marked exhibit "A" hereby referred to and made a part hereof; that this letter shows a deduction from the check of affiant E. A. Barnhill in the sum of One Dollar for a switch key furnished him by the company.

Affiants further say that on the Western Division of the Chicago & Alton Railroad Company, the colored train porters are required to do all the flagging on the head end of the train; that we and each of us frequently flag the head end of our train; that in fact, we do so much flagging on the head end of our trains that in order to insure the safety of our train and to avoid unnecessary delay, the company has equipped each passenger train on the Western Division with a three wheeled hand power velocipede which is carried in the baggage car of the train and is used by us in doing the flagging on the head of the train; that upon such occasion we are equipped with all flagging and signal apparatus and protect the head end of our train to the same extent and with a like responsibility as though a white brakeman were employed for and was doing this flagging.

Affiants further say that the matter of the proper application of general order No. 27, and supplements relating thereto in so far as applicable to the Colored train porters was handled by affiant E. A. Barnhill with the proper officials of the Chicago & Alton Railroad Company as required by circular No. 3 and Supplement number 6 to General Order number 27; that a certain letter dated May 24th, 1919 addressed to Mr. E. A. Barnhill and signed Mr. J. L. Marquette, the superintendent of said railroad company is hereto attached marked Exhibit "B" hereby referred to and made a part hereof; that said letter shows the decision

of said superintendent, J. L. Marquette when this matter was presented to him; that thereafter and on or about the 26th day of November, 1919 this matter was presented to and handled with A. P. Titus, general manager; that said general manager refused to make a proper application of said General Order and Supplements relating thereto, but did not put his decision in writing.

Affiants further say that this matter is being presented to the Director General of the Division of Labor in behalf of the undersigned affiants employed by the Chicago & Alton Railroad Company on its Western Division only; that this matter is being handled in our own individual names; that we have secured the services of Messrs. C. E. Pile & L. E. Goodrich, of Parsons, Kansas to assist us in preparing all necessary papers for the proper presentation of this matter to the board at Washington, and that they are serving us in this capacity only.

And further affiants saith not.

E. A. Barnhill
E. M. Wilson
B. F. Tindall
W. A. Eads
J. L. Johnson

Affiants.

Subscribed in my presence and sworn to before me by each of the above named affiants, this 20th day of January, 1920.
My commission expires November 23, 1922.

T. M. Cowan
Notary Public.

Exhibit "A".

Bloomington, Ill., January 6, 1920.

E. A. Barnhill,
Train Porter,
Chicago.

Dear Sir:

Returning your letter December 26th. The $1.00 shortage covers the amount deducted for switch key.

Yours truly,

L. Henderson
Superintendent.

M-C

Exhibit "B."

Supp. 12, General Order No. 27.

Kansas City, Mo. May 24, 1919

11-5-27-6

Mr. E. A. Barnhill,
Train Porter,
Kansas City, Mo.

Dear Sir:-

Referring to your letter of May 13th, asking disposition that is being made of Supplement #12 to General Order No. 27.

We do not consider that this supplement applies in any way to our Train Porters.

Yours truly,

J. L. Monteith

January 2, 1920.

COPY

Mr. G.W. Bierd,
Federal Manager, Chicago & Alton Railroad Co.,
Chicago, Illinois.

Exhibit "B".

My dear Sir:

For your information beg to advise that E.A. Barnhill, E.M. Wilson, B.F. Tindell, G.W. Roberts, J.L. Johnson and Thurston White, colored train porters employed on what is known as the Western Division between, Kansas City, Missouri, Roodhouse, Illinois and St. Louis, Missouri, by the Chicago and Alton Railway Company, have appointed the undersigned as their representatives to represent them in and about the collection of certain back pay due them and each of them under the terms of General Order Number 27, and Supplements Number 12 and 16, together with other orders and interpretations with reference to said General Order Number 27 and Supplements herein mentioned, and for the further purpose of securing the future and proper application of the rates of pay provided in said General Order Number 27 and subsequent supplements or interpretations thereof, in so far as applicable to the colored train porters above mentioned.

As we understand the situation this matter has frequently been presented to the various and proper officials of your company including yourself as required by Circular Number 3, and that the matter has also been referred to the Board at Washington, and these men now feel that they need our assistance in preparing an agreed statement of fact covering the matter and arguments supporting their position.

It is our position that your company is not now paying these men the rate of pay provided for in General Order Number 27 and Supplements thereto, and that these employees are entitled to back pay from June 1st, 1918, until such time as the proper payment is made by your company under the provisions of said order and subsequent supplements thereto.

It is not our purpose at this time to attempt to figure out the amount of back pay that is due each of the individual employees, as this is a simple matter of mathematics that can be figured out based upon these supplements and your pay roll, after the matter of payment has been agreed upon. However, in a broad general way we will state that our position is simply this, that from June 1st, 1918, these men are entitled to the same rate of pay as passenger brakemen and should be paid the difference between the rate they have actually received and the rate of pay that is paid to passenger brakemen whether white or colored.

Owing to the fact that the matter of the rates of pay for colored train porters was held up for several months by the railroads during which time it was thoroughly considered by the United States Railroad Administration, [illegible]

opinion that it cannot be seriously maintained that these men are not entitled to passenger brakemen rates for their service, or that such payment can be avoided.

It is a matter of common knowledge to every man who knows anything of railroad work that these men are required to inspect cars and test signal and brake apparatus for the safety of train movement whenever that is necessary at a point where car inspectors are not maintained; that they use hand signals by day and lamp signals by night for the protection and movement of their trains; that they are constantly required to open and close switches as the necessity of train movement requires; that they are required to couple and uncouple cars and engines and the hose and chain attachments thereof at points where switchmen and carmen are not maintained to to this work; and at certain places on the Western Division of the Chicago & Alton where carmen are maintained, these men are held personally responsible for any failure on their part to perform such service or for the improper performance thereof, and that any failure on their part results in discipline being administered to the extent of a discharge for any failure that in the opinion of the company will warrant such discharge.

We enclose herewith a copy of a certain letter received by one of the above named men, R.M. Wilson, under date of December 10th, 1919, from Mr. H.P. Daugherty, Assistant Director of the Division of Labor at Washington, D.C. in which he outlines your position on this matter. It is not our purpose to question or controvert the information that you have evidently given the wage board as it applies to the Chicago & Alton Railroad as a whole, as we are only making this claim on behalf of the six men above named and they are employed exclusively on your Western Division, but we must insist that your position is not well taken insofar as the Western Division is concerned, and we are sure that upon a further investigation on your part of the conditions that actually exist on the Western Division, will convince you that these men will be able to prove to the satisfaction of the Board at Washington by their sworn statements that they are habitually required to and do perform as a regular program, all the work that is specified in Supplement Number 12 to General Order Number 27. We will mention just a few of the many instances that show this fact conclusively. On runs Number 21,22,23 and 24 at Francis, Missouri, these men actually make the change of engines, couple and uncouple air and steam hose and chain attachments and assist in inspecting and making the air test, regardless of the fact that carmen are maintained at that particular point. This is all single track and these men are required under bulletin instructions of your company to handle the switch on the head end when heading in or out of passing tracks, and all trains carry a velocipede car on the train and it is the duty of these porters to flag the head end of the train at all times, such occasions being so frequent that a velocipede is necessary.

We are presenting this matter to you as a claim for said back time due on the part of each of the above named colored porters employed by your company on the Western Division, and as a petition and demand for the proper application of General Order Number 27 and supplements relating thereto with reference to such claims of said employees, and we will

appreciate your treating it as such and give us your decision on this matter at the earliest possible date.

Upon consideration of this proposition we will thank you to make an order directing the timekeepers of your company to calculate the back time due from June 1st, 1918, to a date to be fixed by you at the passenger brakemen rate of pay, and ordering and directing them to make payment of such back time as may be found due, based upon such rate and the rate actually paid the several men above named, and that you further order and direct the timekeepers to pay to such colored train porters on the Western Division and each of them for future service, the rate of pay provided for passenger brakemen in Supplement Number 16 to General Order Number 27.

Inasmuch as this matter is presented only on behalf of the six men above mentioned, we trust that you will see fit to adjust this matter without resorting to the Board at Washington, D.C., but in the event you cannot agree with the men direct we will thank you to promptly join us, or appoint some one to represent you, in preparing a joint statement of fact and argument in this matter.

These men are all old employees of many years service and we trust that you will see fit to give them their rights under these several orders, or if for any reason you cannot grant their claims you will promptly operate with us in properly presenting this matter to the Board at Washington.

Thanking you in advance for your earnest consideration and a prompt reply, we are,

Very truly yours,

FILE A GOODRICH

BY T. E. Goodrich

LMB/LS
Enl.

COPY

UNITED STATES RAILROAD ADMINISTRATION

DIRECTOR GENERAL OF RAILROADS

WASHINGTON.

DEPARTMENT OF LABOR
W. Carter, Director.

J.A. Franklin
G.W.W. Hanger
M.P. Daugherty
Assistant Directors

In your reply refer to File
P-38-11-A

December 10, 1919.

Mr. E.M. Wilson,
325 Troup Ave.,
Kansas City, Kansas.

Dear Sir:

Referring to your letter of November 29th relative to the classification and rate of pay you and six other train porters on the Chicago and Alton Railroad are now receiving for services rendered.

As stated to you, this question was taken up with the Federal Manager for investigation, and he advises that train porters on the C. & A. Railroad are not now, and never have been performing the duties of Passenger Brakeman or Passenger Flagman, as such duties are defined and determined in Supplement No. 12, and while it is true that each of these train porters do perform some one of the things, and in emergency cases two or three of the things or duties specifically stated in Supplement No. 12, it is not as a regular assignment; therefore, they do not regularly perform the duties stipulated in Supplement No. 12.

For example- the train porters do give and exchange signals under certain circumstances; in the event the Flagman is left or is occupied elsewhere the porter might be called upon in such an emergency to act as a flagman to such extent as they practice on the C. & A. Railroad, preceeding the train through a closed automatic block to determine whether there may be a broken rail, a car run out into the block, or anything of that character, but never to serve as a flagman in the sense of going out to protect the train. Also in such circumstances their train porters do go forward and open a switch for the train to enter, but are never held responsible for the handling of a switch, closing and locking of main line switches, etc.

We also state the train porters on the C. & A. Railroad have received no back time to June 1, 1918 for service performed as brakeman, because they have not performed the service of brakemen as defined in Supplement No. 12.

However, for your information, I wish to state that the entire colored train porter situation throughout the country has been investigated and developed, and is now before the Director General, and we hope that he will make some determination of this question in the very near future.

Very truly yours,

(Signed.) M.P. Daugherty

January 10, 1920.

COPY

Mr. G.W. Bierd,
Federal Manager, Chicago & Alton R.R.,
Chicago, Illinois.

My dear Sir:

Please permit us to direct your attention to our communication under date of January 24, 1920, with reference to the matter of the claim of six of your colored train porters for back pay due under General Order Number 27 and Supplements thereto, and advise that as yet we have not received a reply to our communication.

We do not wish to appear in the light of exercising undue haste in this matter, nevertheless as we view the situation, time is getting very short for the adjustment of these matters and it is our desire and intention to present this matter at the earliest possible date to the Board at Washington, in the event satisfactory adjustment cannot be made direct with your office. However, if for any good reason you desire a reasonable delay in the matter, that will be agreeable to us as it is our earnest wish to adjust this matter with the least delay and inconvenience to all parties concerned.

We will thank you to give this matter your personal and prompt attention and advise us by return mail as to your position in the matter.

Trusting that we will receive co-operation in a prompt and just settlement of this controversy, we are,

Very truly yours,

PILE & GOODRICH

BY F. E. Goodrich

1000/25

(5)

UNITED STATES RAILROAD ADMINISTRATION

DIRECTOR GENERAL OF RAILROADS

CHICAGO & ALTON RAILROAD
CHICAGO, PEORIA & ST. LOUIS RAILROAD
PEORIA & PEKIN UNION RAILROAD
PEORIA RAILWAY TERMINAL
JOLIET UNION DEPOT

W. G. BIERD,
FEDERAL MANAGER

608 SOUTH DEARBORN STREET
CHICAGO, ILL.

Chicago, Ill., January 12, 1920.

IN REPLY PLEASE REFER TO
3-1229-4

Mr. L. E. Goodrich,
Attorney at Law, 1810½ Main Street,
Parsons, Kans.,

My Dear Sir:-

I beg to acknowledge receipt of yours of January 2nd in which you propose to take up and handle the subject of fixing rates of pay and prescribing the terms and conditions under which our Train Porters are and shall hereafter be employed.

This is to advise you that I do not know how this matter was lodged in your hands or how you propose to handle it. However, I will advise you that it is not agreeable to us to handle this subject with you in any manner.

There are very complete and regular methods of procedure fixed by the Federal Administration for handling this and all other like subjects.

This whole question is now under consideration and being handled by the Federal Administration through its proper officers with the proper officers representing the employes; therefore I cannot divert from the regular method of handling such matters and take them up and treat with them in any manner through outside agencies such as yourself.

Yours very truly,

W. G. Bierd

WGB

PILE & GOODRICH
LAWYERS
1810½ Main Street
PARSONS, KANSAS

January 16, 1920.

COPY

Mr. G.W. Bierd,
Federal Manager, Chicago & Alton Railroad,
Chicago, Illinois.

My Dear Sir:

This will acknowledge receipt of your favor of January 12th, with reference to the application of General Order No. 27 and supplements relating thereto as applied to six of your train porters employed on the Western Division of the Chicago & Alton Railroad, in which said letter you refuse to treat with these employees in any manner through what you please to term an outside agency such as the undersigned.

We do not consider your position well taken in this matter inasmuch as the employees named in our first communication under date of January 2nd are handling this matter themselves, and have only secured our services in assisting them in preparing the necessary papers in the case. We do not believe you would consider your employees consistent or within their right if they would refuse to treat with you on any matter in which the papers were prepared by an attorney or agent of your company. You surely do not wish to take advantage of your employees who do not have an organization with the experience or ability to properly present the merits of their case.

In the light of the decision contained in your favor of January 12th, beg to advise that the employees involved in this matter will prepare an ex parte statement of fact and written argument and present same to the Director of the Division of Labor at Washington, D.C. at the earliest possible date.

Very truly yours,

PILE & GOODRICH

BY L. E. Goodrich

LEG/LS

Form G-18

FILE NO.

UNITED STATES RAILROAD ADMINISTRATION

DIRECTOR GENERAL OF RAILROADS

SUBJECT:

February 11, 1920.

MEMORANDUM for Mr. H. P. Daugherty: E-38-11-a

The attached papers pertaining to claim of Colored Train Porters on the Chicago and Alton Railroad for classification of Supplement 12 to General Order 27 were referred to me evidently for securing a statement of the Railroads position, however I find attached to this complaint correspondence which, as [redacted], passed between your office and the management as well as with certain complainants showing that you have handled this matter and have secured a statement of the railroads position which is apparently clearly set forth in letter from Federal Manager Bierd to Regional Director Holden dated October 30th, 1919, therefore I see no necessity of again asking the management for its position.

If you believe a copy of the employes submission should be forwarded to the management for noting and return with any additional comment that the management has to make in connection therewith, upon return of the papers I should be glad to take up with the management for such additional information.

44-AGH

H. H. Reed.

HHR

Back from June 1-1918

DIVISION OF LABOR.

FEB 12 1920

Indorse

E-38-11-A 9.

February 16, 1920.

~~Pyle & Goodwich, Attys.,~~
1810½ Main St.,
Parsons, Kansas.

Gentlemen:

Referring to your letter of January 27th addressed to Mr. W. S. Carter, relative to the claim of colored train porters on the Western Division of the Chicago & Alton Railroad, together with statement of fact, arguments and exhibits attached thereto.

We are taking this question up with the Federal Manager for investigation, and as soon as we hear from him it will be given further consideration.

Very truly yours,

H. P. Daugherty

Assistant Director.

11/as

E-38-11-A

February 16, 1920.

Mr. W. G. Bierd, Federal Manager,
Chicago & Alton Railroad,
Chicago, Illinois.

Dear Sir:

I am enclosing copy of a submission dated January 27, 1920 by Pyle & Goodrich, Attorneys for colored trainporters on the Western Division of the Chicago & Alton Railroad.

You will note that they have set out in detail the services performed by the train porters, who have made sworn affidavits of same, and claim they should be classified in accordance with Supplements Nos. 12 and 16 to General Order No. 27.

If their statements are correct there is no question but what they are entitled to brakemen's rate and back pay from June 1, 1918, and an adjustment should be made on that basis. However, if this is not in accord with your views, I will appreciate advice - with return of the attached papers - at your earliest convenience as to why you feel that this should not be done.

Very truly yours,

H. P. Daugherty

Assistant Director.

11/as

C. E. PILE
L. E. GOODRICH

PILE & GOODRICH

LAWYERS
1810½ Main Street
PARSONS, KANSAS

Out

February 17, 1920.

DIVISION OF LABOR.

E-38-11-A

FEB 20 1920

Hon. W.S. Carter,

Director of Division of Labor,

Washington, D.C.

Honorable Sir: In Re: Claim of Colored Train Porters on Western Division of the Chicago and Alton Railroad.

file

Under date of January 27th we mailed to you, in duplicate, an ex parte statement of fact and argument with reference to the above subject, but to date we have not heard from your office in regard to same.

The purpose of this letter is to ascertain whether or not you received the papers above referred to, and if you see fit, would also appreciate such information as you could give us as to when we may expect a decision on this matter from the Board.

Thanking you in advance for the information requested, we are,

Very truly yours,

PILE & GOODRICH

BY L. E. Goodrich

LEG/LS

For reply See letter Feb. 16.

141295

C. E. PILE
L. E. GOODRICH

PILE & GOODRICH
LAWYERS
1810½ Main Street
PARSONS, KANSAS

March, 30th, 1920.

E-38-11-A

Mr. Walker D. Hines,
Federal Agent,
Washington, D. C.

In re claim of colored train porters on the Western Division of the Chicago and Alton Railroad.

Dear Sir:

APR 2

Under date of February, 16th, you advised us that you were taking the above question up with the Federal Manager for investigation, and that as soon as you had heard from him the matter would be given further consideration. This letter was over the signature of Mr. H. P. Daugherty, Assistant Director of the Division of Labor.

If you can consistently do so we would very much appreciate your advising us when we may expect a decision on this matter as the men we represent in this matter are becoming very impatient.

Thanking you in advance for such information as you can give us, we are

Very Truly Yours.

PILE & GOODRICH.

By L. E. Goodrich.

May 1, 1920.

Mr. W. G. Biard,
Vice-President,
Chicago & Alton Railroad,
Chicago, Illinois.

Dear Sir:

Under date of February 16, Mr. H. P. Daugherty, Assistant Director of the Division of Labor, forwarded to the Federal Manager of your line a copy of the submission dated January 27, 1920, from Messrs. Pile & Goodrich, Attorneys for colored train porters of the Western Division of the Chicago & Alton Railroad, this submission having to do with alleged non-application of Supplement No. 12 to General Order No. 27. The Federal Manager was asked to submit the Railroad's side of the argument, but up to date nothing has been received from your road with regard to the submission mentioned.

Will it be too much for us to ask what, if anything, has been done with regard to adjusting the complaint and if it is felt there is no just cause for complaint, will you be good enough to let us have the contentions of the Railroad.

Very truly yours,

C. S. Lake
J. A. Franklin
Assistants to Director General

By .....

T-scw

May 1, 1920.

Messrs. Pile & Goodrich,
Lawyers,
1810½ Main Street,
Parsons, Kansas.

Gentlemen:

This will acknowledge receipt of your letter of March 30, with further reference to the claim of certain colored train porters on the Chicago & Alton Railroad to the effect that they have not received consideration in accordance with Supplement No. 12 to General Order No. 27.

This matter is being thrashed out with the Chicago & Alton Railroad, and just as soon as we have anything definite we will advise you. We are today addressing a communication to the Vice-President of the Railroad mentioned, asking for certain necessary information.

Very truly yours,

C. S. Lake
J. A. Franklin
Assistants to Director General

7-EOW

By .....

142475

E-38-11-A-7 CB

C. E. PILE
L. E. GOODRICH

PILE & GOODRICH
LAWYERS
1810½ Main Street
PARSONS, KANSAS

April 27, 1920.

E-38-11-A

Mr. Walker D. Hines,
Federal Agent,
Washington, D. C.

In re claim of colored train porters on the Western Division of the Chicago and Alton Railroad.

Dear Sir:

DIRECTOR GENERAL OF RAILROADS
APR 30 1920

During the later part of January 1920, we filed the above claim with the Director General of railroads who acknowledged receipt of same. Under date of February 16th, we were advised under the signature of Mr. H. P. Daugherty, Assistant Director of the Division of Labor, that the question involved had been taken up with the Federal Manager for investigation, and as soon as he had been heard from the matter would be given further consideration.

It is our understanding that Board "No. 1" has been continued for the purpose of adjusting all claims pending, prior to March 1st, 1920, but we have been informed by a man, who at least pretended to know what he was talking about, that all these claims must now be presented to the Labor Board appointed by the President under the provision of the Cummings-Esch Bill.

While we do not believe this information is correct, nevertheless, we will thank you to advise us as to the proper procedure in this matter, and if Board "No.1" still retains jurisdiction of this matter we will appreciate any information you can give us as to about when we can expect a decision.

Thanking you for this information, we are

Very truly yours,

PILE & GOODRICH

BY L. E. Goodrich

LEG/jmc

DIVISION OF LABOR
APR 30 1920

May 7, 1920.

File E-38-114-A

Messrs. Pile & Goodrich,
1810 ½ Main St.,
Parsons, Kans.

Gentlemen:

This will acknowledge receipt of your letter of the 17th ult. making inquiry as to whether there has been any change in the manner of handling cases where men employed as train porters allege they have been performing trainmen's duties.

All of these cases that have come in will be handled to a conclusion. We understand that the entire question of application of Supplement No. 13 to employees only occasionally performing trainmen's service is being given consideration and you may rest assured that just as soon as any progress has been made you will be advised.

We do not understand that any of these cases will be referred to the Railroad Labor Board, our understanding being that they will be finished up by the Railroad Administration.

Very truly yours,

C. S. Lake
J. A. Franklin
Assistants to Director General

By .....

7

E38-11-a

C&A-RR

THE CHICAGO & ALTON RAILROAD COMPANY

EXECUTIVE DEPARTMENT

OFFICE OF
THE PRESIDENT
TRANSPORTATION BUILDING
CHICAGO

W. G. BIERD,
PRESIDENT

DIVISION OF LABOR.

May 14, 1920.

Messrs. C. S. Lake,
Assistant to Director General,
United States Railroad Administration,
Washington, D. C.

J. A. Franklin,
Assistant to Director General,
United States Railroad Administration,
Washington, D. C.

IN REPLY PLEASE REFER TO

MAY 17 1920

1-866-4

Gentlemen:

I beg to acknowledge receipt of your letter of May 1st, which also refers to a letter dated February 16th from Mr. H. P. Daugherty, on the subject of a complaint, or a presentation of claims of certain colored porters on the Western Division of the Chicago & Alton Railroad, by a firm of attorneys at Parsons, Kans., signed by Pile & Goodrich:

You now ask what, if anything, has been done with regard to adjusting the complaint, and if it is felt there is no just cause for complaint, and if we will give you the contentions of the railroad in this case.

In reply, will state that this firm of lawyers presented this case to me long before taking it to Washington. I notified this law firm that there was regularly established machinery for handling such matters - that these colored porters had their own method of handling such subjects with the Company, and as these men had dealt with us before and were always guided in the proper direction, and even assisted in presenting their matters correctly, we notified this law firm that we would not deal with them; in other words, that we did not wish to recognize them in matters of this kind, for I was fully convinced that this was a law firm that in the end was preying upon these colored porters and simply looking for a fee, and to recognize or treat with them in any manner would be injecting a complete and new or additional angle to the method of handling such subjects, which would be more disturbing and more confusing, and certainly the condition we were then in was confusing enough. Therefore, we declined to recognize or treat with this law firm.

At the time this law firm was dealing with this subject, or trying to deal with it, the subject of the proper rates of pay and proper hours of service was then under consideration, and we were handling the subject through the Regional Director with the proper officers or Boards in Washington; therefore there was no occasion for such an outside firm of attorneys to interest themselves in the question.

We were asked to recommend, through the various Regional Directors, rates of pay and working conditions for train porters, and for the Alton Railroad we made such recommendations, and I assume other roads did likewise. This went to Washington, and in due time Supplement #26 was issued, which fixed the hours of service and rates of pay with a minimum of $85.00 per month for train porters. The same has been made effective on the Chicago & Alton Railroad and the entire subject of train porters' working conditions and rates of pay was thereby ended and settled, and we have heard nothing further from our train porters.

The original claim was presented to Mr. Tyler by regularly established local chairmen of the Grievance Committee of Chicago & Alton train porters, referred to the Regional Director, and he in turn referred to me, the alleged claim being that the Chicago & Alton Railroad was not properly applying Supplement #12; therefore not properly paying train porters serving as brakeman.

You will see a regularly established committee was handling this matter and it was given proper attention, the same as all other subjects of similar character, therefore we declined to recognize an outside firm of attorneys in dealing with such a subject. I gave in detail to the Regional Director and he in turn to the head of the department, Mr. Tyler, just what our train porters did in the way of performing brakemens' duties, and it evidently was entirely satisfactory, for at no time did our train porters do or perform enough of the work referred to in Supplement #12, to qualify them as train brakemen. It is true that these porters at times gave signals; in emergency cases they opened a switch or closed a switch, but under the supervision of a white trainman. It is also true that in emergency cases, such as the regular brakeman being left, that a train porter did some things in the most ordinary manner, that might constitute the duties of a brakeman, but at no time did these porters perform enough of the duties of a brakeman to come within and be subject to the rates of pay specified in Supplement #12. Therefore, as soon as the subject was properly handled, definitely fixed and Supplement #26 issued, the same was made effective and no further question has arisen from our porters.

I feel in all respects certain that this matter was correctly handled, and I was never willing to recognize this firm of attorneys, and I think by all means that you gentlemen should not recognize them to the extent of entering into a controversy with them or making a presentation of the railroad company's side of this question, as against the statements that they have made. I feel certain that they long ago dropped this case when they found we would not recognize them, and their only hope now is to produce something in the way of a decision that they may collect a fee from these negro porters. Therefore it is my judgment they should not be recognized or dignified to that extent.

Yours very truly,

W. G. Bierd

WGB

C. E. PILE
L. E. GOODRICH

PILE & GOODRICH

LAWYERS
1810½ Main Street
PARSONS, KANSAS

Nov. 9, 1920.

Office of Director General of Railroads
NOV 12 19
E-38-11-A
15479

United States Railroad Administration,
Washington, D. C.

File E-38-11-A

Gentlemen:

We have not heard from you since May 7th, 1920 in answer to our inquiry as to when we might expect a decision on the above case, and we believe the lapse of time would justify our writing you again without criticism, and again inquire as to when we might expect a decision on this case.

The men affected have been very patient in this matter, but would very much appreciate, at least, an opinion as to about when they may expect a decision in this case.

Thanking you in advance for such information as you may be able to give, we are

Very truly yours,

PILE & GOODRICH

BY L. E. Goodrich

LEG:JMC

November 16, 1920.

E-38-11-A-9.

Mr. L. E. Goodrich,
c/o Pile & Goodrich, Lawyers,
1810½ Main Street,
Parsons, Kansas.

Dear Sir:

This will acknowledge your letter of November 9, requesting information in regard to the claim of Employes on the Chicago & Alton Railroad.

In reply, beg to advise that this is a matter that is now in the hands of the Legal Department of the Railroad Administration.

Very truly yours,

5-eow

Form G-1

FILE No. E-38-11
A 39

UNITED STATES RAILROAD ADMINISTRATION

DIRECTOR GENERAL OF RAILROADS

SUBJECT:

MEMORANDUM for Mr. Harahan.

December 1 1920.

Referring to claims of certain train porters on the Chicago & Alton Railroad, I send you herewith, for your information, a copy of a letter which I am today sending Messrs. Pile & Goodrich, of Parsons, Kansas; also a copy of a letter which I am sending to the President of the Chicago and Alton Railroad.

I also return your file herewith.

Lahuel Brown
General Solicitor.

W/L

E-38-11-A-9

December 1, 1920.

Messrs. Pile & Goodrich,
1810½ Main Street,
Parsons, Kansas.

Gentlemen:

This office is in receipt of your letter of November 19th, 1920, with regard to claims against the United States Railroad Administration made by certain colored porters employed on the Chicago & Alton Railroad Company. The attention of this office has also been called to correspondence which you have had with the Division of Labor of the Railroad Administration.

This office feels that the action which was taken in these cases by the Chicago & Alton Railroad was proper.

Very truly yours,

General Solicitor.

W/L

E-38-11-A-9

December 1, 1920.

Mr. W. G. Bierd, President,
Chicago and Alton Railroad Company,
Transportation Building,
Chicago, Illinois.

Dear Sir:

My attention has been called to a letter written by you under date of May 14, 1920, to Messrs. C. S. Lake and J. A. Franklin, Assistants to the Director General, with regard to claims of certain colored train porters; and I enclose herewith, for your information, a copy of a letter which I am today sending Messrs. Pile & Goodrich, of Parsons, Kansas, in reply to a letter received from them under date of November 19th, 1920.

The position taken by this office is based on the statement of facts contained in your letter, from which it appears that these men were not qualified and regularly required to perform the duties specified in supplement No. 12 to General Order No. 27.

In the event these porters should bring suit with a view to enforce their claims, will you kindly advise this office.

Very truly yours,

General Solicitor.

Enclosure
W/L

Form G-18

FILE No. 115-20

UNITED STATES RAILROAD ADMINISTRATION

DIRECTOR GENERAL OF RAILROADS

SUBJECT:

December 9th, 1920.

MEMORANDUM for Mr. Harahan.

DEC 10 1920

I send you herewith, for your information, a copy of a letter, under date of December 6th, 1920, received from the President of the Chicago and Alton Railroad Company, relative to the claims of colored porters.

James C. Davis.

W/L

THE CHICAGO & ALTON RAILROAD COMPANY

Office of the President
Transportation Bldg
Chicago

December 6, 1920.

Mr. LaRue Brown,
General Solicitor, Division of Law,
United States Railroad Administration,
Washington, D. C.

Dear Sir:

I have yours of December 1st, with which you sent a copy of your letter of the same date addressed to Messrs. Pile and Goodrich, of 1810-1/2 Main St., Parsons, Kans., on the subject of claims made by certain colored train porters on the Chicago & Alton Railroad, that they were entitled to train brakemen's rates of pay:

I feel certain that your position in this case is a correct one. These porters were never entitled to brakemen's rates of pay, which they later readily admitted, and proposed a fixed monthly salary which I had previously recommended to the Regional Director.

I fear this is clearly a case of these attorneys taking advantage of the situation and injecting themselves into this question because of the inexperience of these colored porters in handling matters of this kind. One of the points we tried to make clear to these porters was that they would only be used by other people that such other interested persons might secure a fee from them. I am sure these colored porters have been treated perfectly fair and right and that they now so understand.

If, as requested by you, any action is taken by the porters or by other attorneys in the way of suits, I will gladly notify you and our files and our officer's personal knowledge of this case will be subject to your call at any time.

Yours very truly,

(Signed) W. G. Bierd.

Lechie, Cox and Sherier
David Majors

SOUTHERN RAILROAD

Claim of David Majors and other colored train porters against the Southern Railroad for back pay under G/O 27.

Docket No. (A-57) H-C-10

Volume No. _____
From _____
To _____

October 3, 1919.

FILE COPY

Mr. E. H. Coapman, F. M.,
Southern Railroad Company,
Washington, D. C.

Dear Sir:

There has been filed with the Division of Labor statements signed by David Major, William H. Bannaker, Thomas Dudley, William Swann and William H. Hudgins as committee for the employes in regard to the question of colored porters employed on the Washington, Danville and Charlotte Divisions of the Southern Railroad, who regularly discharge the duties of front-end brakemen, the committee claiming that such colored porters are entitled to receive brakemen's compensation.

From the correspondence contained in my file it would seem that you are familiar with the case in question, but in order that you may know exactly what the employes are contending for, I am enclosing herewith a copy of the statement, together with the exhibits mentioned therein, and would be glad to have you file with this Division at as early a date as practical your side of the case.

Yours truly,

H. H. REED

Special Assistant to the Director.

9-22

2—8673

Form G-77.

UNITED STATES RAILROAD ADMINISTRATION
DIRECTOR GENERAL OF RAILROADS

SOUTHERN REGION

SOUTHERN RAILROAD LINES
AND ASSOCIATED RAILROADS

Southern RR

E. H. COAPMAN,
FEDERAL MANAGER

OFFICE OF FEDERAL MANAGER

WASHINGTON, D. C. October 13, 1919. c.

DIVISION OF LABOR.

OCT 14 1919

Mr. H. H. Reed,
Special Assistant to the Director,
Division of Operation, US RR Administration,
Washington, D. C.

Dear Sir:

Replying to your letter of October 3, with respect to petition filed with the Division of Labor by colored porters in regard to question of pay, it being represented that they are entitled to receive brakemen's compensation.

Under date of April 7, the Director, Division of Operation, wrote the following to the Regional Directors, who in turn transmitted it to the Federal Managers, constituting, as we understood it, an interpretation of Supplement 12 to General Order 27:

> "The intent of this Supplement is to require the payment of the brakemen's rate whenever the brakemen's duties are performed by the train porter. The Supplement plainly states that it shall not curtail the duties of the employes heretofore classed as 'train porters', so that there should be no question about these employes continuing to perform the train porter's work even though paid the brakemen's rate.
>
> "It has been understood in certain regions that on trains having white brakemen or white flagmen and a negro porter, the porter should be paid only the porter's rates. This is proper providing the porter is not required to perform <u>any</u> of the duties of a brakeman. If he is required by orders of the management to perform the duties of a brakeman, notwithstanding there may be other brakemen or flagmen on a train, he should be paid the brakemen's rates.
>
> "In order to clearly cover the matter and avoid improper claims under this rule, instructions limiting the duties of train porters on trains where white flagmen or white brakemen are employed should be issued so that it will be clearly understood that the colored porter is not required to perform any of the duties of brakemen or flagmen. The

WHD

instructions should be carefully worded so as to not relieve colored porters of the duty in flagging in an emergency or when the safety of the train requires that they do it.

With regard to the first paragraph of the above quoted letter, will state the train porters on Southern Railroad have never performed the duties of a brakeman. It is true that they have opened and closed switches, but this was manual work performed under instructions of and in the presence of the engineer, the conductor or the flagman, the train porter himself never being allowed to do this unattended.

We are carrying out the intent of the second paragraph of the above quoted letter, in that on trains having a white brakeman or white flagman and a negro porter, the porter is paid only the porter's rate. We have always done this and continued doing so because the porter was never required by orders of the management to perform the duties of a brakeman.

With respect to the third paragraph. We issued instructions limiting the duties of train porters to such duties only. We did this under instructions, which at the time, and because of our policy, were not deemed necessary. The effect of carrying out instructions contained in the third paragraph has been a demand upon the part of the trainmen for an additional brakeman on each train.

Yours truly,

E. Bowman

Federal Manager.

Form G-18

FILE NO.

UNITED STATES RAILROAD ADMINISTRATION

DIRECTOR GENERAL OF RAILROADS

SUBJECT:

October 15, 1919.

MEMORANDUM for Mr. H. P. Daugherty:

On October 3rd I wrote Federal Manager E.H. Coapman of the Southern Railroad, enclosing one copy of the two statements which you handed me in regard to the question of colored porters claiming that they are entitled to receive brakemen's compensation.

I return herewith the entire file, including Mr. Coapman's letter of October 13th, setting forth the railroad's position in the matter.

H. H. REED.

HHR.

9-ac

P 115-2

LAW OFFICES
LECKIE, COX AND SHERIER
A. E. L. LECKIE
JOSEPH W. COX
JOSEPH T. SHERIER
JOHN T. MC HALE
CABLE ADDRESS "LECOTZ"
TELEPHONE MAIN 1420
SOUTHERN BUILDING
WASHINGTON, D.C.

DIVISION OF LAW
OCT 31

October 30, 1919.

E. Marvin Underwood, Esq.,
United States Railroad Administration,
Washington, D.C.

Dear Sir:

In re claim of David Majors and other colored train porters vs. Southern Railroad:

Referring to the claims of the colored passenger train porters against the Southern Railroad, the circumstances are as follows:-

Article 6 of General Order Number 27 (Wages of Railroad Employees) effective June 1, 1918, direct that colored men receive the same rate of wages as paid white men employed in the same capacity. Supplement 12 to that Order, dated December 22, 1918, enumerates the essential duties of passenger brakemen or flagmen.

As we understand it, these colored porters have been discharging all of the duties of head end passenger brakemen. They received, however, only $60.00 per month, while the average compensation of white brakemen performing the same service is about $160.00 per month.

When the matter was presented it seemed plain to us that General Order 27 had been absolutely ignored with respect to these men. On taking the matter up with Mr. E.H. Coapman, Federal Manager of the Southern Railroad lines by letter, we were advised by letter from him that "under the rulings of Supplement 12 to General Order number 27, we do not recognize that your clients have any claim whatever". We then presented the matter to Mr. B. L. Winchell, Regional Director, with offices at Atlanta, Georgia, who advised us that he had referred the matter to Mr. Coapman for consideration and that we handle the matter to a conclusion with Mr. Coapman. We then advised Mr. Coapman that the porters desired to submit the question involved to the Division of Labor of the United States Railroad Administration for decision and requested a conference with a view to making a joint submission. To this Mr. Coapman replied saying in part "as we do not recognize your right to represent the employees mentioned, we cannot agree to make a joint submission of the question with you."

Upon receipt of this last letter from Mr. Coapman, our clients filed the petition, which we understand is now before the

Director General for consideration.

Under the order, as we understand its terms and purposes, it seems clear that our clients are entitled to compensation at the increased rate for the period during which they performed the duties of brakemen.

Very truly yours,

LECKIE, COX & SHERIER,

By JWCox

JWC/m

Form G-18

E-38-11-a-2

FILE No.
115-2-1

UNITED STATES RAILROAD ADMINISTRATION

DIRECTOR GENERAL OF RAILROADS

SUBJECT: Claim-David Majors and other colored porters vs. Southern R.R.

Under 1 SC

November 4, 1919.

MEMORANDUM for Mr. Carter:

Attached hereto is letter from Leckie, Cox and Sherier regarding the claim of David Majors and other ~~colored train~~ porters against the Southern Railroad for back pay under General Order No. 27. Apparently this is a matter coming under your jurisdiction and is referred accordingly. Messrs. Leckie, Cox and Sherier have been advised of this reference.

Elmer

DIVISION OF LABOR

NOV 5 1919

LAW OFFICES
LECKIE, COX AND SHERIER
A. E. L. LECKIE
JOSEPH W. COX
JOSEPH T. SHERIER

JOHN T. McHALE
CABLE ADDRESS "LECOTZ"
TELEPHONE MAIN 1420

SOUTHERN BUILDING

WASHINGTON, D.C.

June 19, 1920.

C. S. Lake, Esq.,
Assistant Director General of Railroads,
17th and G Streets, Northwest,
Washington, D.C.

Dear Sir:-

In the matter of the claim of the passenger train porters of the Southern Railroad on the divisions between Washington, D.C., Lynchburg, Virginia and Charlotte and Saulsbury, North Carolina, about which I spoke with you on the telephone today, I desire to state that there was attached to my letter of April 1st, 1920 to you, copies of statements of conductors on these divisions, showing that the men I represent performed the duties of head end brakemen during the period from June1, 1918 to August 1, 1919.

With respect to the matter of ascertaining the amount of compensation to which each of these men is entitled, I have to say, that upon application to the Southern Railway, by three of the men, to-wit, Walter Dick, Thomas Dudley and William Bannacker, they were furnished with a statement showing the exact number of trips made by each of them between the dates above mentioned. The statements show that Walter Dick made 255 trips; Thomas Dudley 264 trips and William Bannacker 357 trips. The men were paid a stipulated sum per trip, so that it is simply a matter of mathematics to ascertain the amount to which they are entitled.

Upon again reading Mr. LaRue Brown's letter, in which he submitted a proposition to settle with my clients on the basis of Supplement 26, I am inclined to believe that he was treating my clients as belonging to the same class as the Knoxville porters. To my mind the cases are entirely different and a decision reached in one case should not have any bearing upon the rights of others.

As I advised you today, I have suits prepared on behalf of a number of these men, but it is my desire, if possible, to save my clients the expense and delay incident to suit.

If you will be good enough to give me a definite answer in this matter by Wednesday of next week, I will greatly appreciate it.

Yours very truly,

Joseph T. Sherier

JTS/r

June 26, 1920.

Mr. Joseph T. Sherier,
Southern Building,
Washington, D. C.

Dear Sir:-

Referring to our conversation of today, and to your letter of June 19th, regarding the claim of certain passenger train porters of the Southern Railway employed between Washington, D.C., Lynchburg, Charlotte and Sanlsbury:

I note from the file of the Division of Labor regarding this matter, a letter from Mr. Coapman, former Federal Manager of the Southern Railway, in which he asserts that the train porters of the Southern Railway have never performed the duties of brakemen, and that he is complying with wage orders affecting this class. Notwithstanding this, I have referred your communication of April 1st and supporting papers to him for investigation and advice, and upon receipt of reply will be glad to advise you further in the premises.

Yours very truly,

1-NB

June 26, 1920.

Mr. E. H. Coapman, Vice President,
Southern Railway System,
Southern Ry. Bldg.,
Washington, D. C.

Dear Mr. Coapman:-

Kindly refer to your letter of October 13, 1919 to Mr. H. H. Reed, Special Assistant to the Director, Division of Labor, in answer to his letter of October 3rd, with respect to petition filed by colored porters in the employ of the Southern Railway who claimed compensation at brakeman's rates.

In this connection I beg to enclose herewith self-explanatory letter from Joseph T. Sherier, legal representative of the porters referred to, dated April 1st, and also copies of statements alleged to have been signed by Conductors Harvey, Simpson, Finks, Jordan, Byers, Small, Currier and Row.

You will note that Mr. Sherier claims that these men performed the duties of brakemen and under the provisions of Supplement No. 12 to General Order No. 27 are entitled to approximately $100.00 per month from June 1, 1918 to August 1, 1919, and that the conductors above mentioned support his statement by the statement that these porters have performed the duties of head-end brakemen during this period. Mr. Sherier informs me personally that the conductors have, or will make affidavits to their respective statements.

In order that the Director General may dispose of this matter and fulfill any obligations to these men, if they exist, may I not ask you for further investigation and advice in the premises. I am attaching hereto a list of the names of employes involved and the division upon which they are employed.

Kindly return papers with your reply.

Yours very truly,

1-MB

Form G-18

FILE NO.

UNITED STATES RAILROAD ADMINISTRATION

DIRECTOR GENERAL OF RAILROADS

SUBJECT:

June 11, 1920

MEMORANDUM for Mr. Lake:

Mr. Joseph T. Sherier, office Southern Building, city, and Mr. Joseph L. Long of Richmond, Virginia, both attorneys, called on the Director General today in behalf of certain colored train porters on the Southern Railway and the Seaboard Air Line, claiming that they had had the matter up in the regular way on the claim that these colored porters did in fact perform the same services as brakemen and therefore were entitled to brakemen's pay.

They stated further that,as to the men on the Southern, you stated to them that the Regional Director had been instructed to instruct the Federal Managers to comply with certain Interpretations in this connection but that Mr. Coapland had finally advised them that these men were not in fact brakemen under the General Orders and Supplements.

I have no doubt you are perfectly familiar with this matter and wish you would tell me something about it.

E.M.Alvord

Q

LAW OFFICES
LECKIE, COX AND SHERIER
A. E. L. LECKIE
JOSEPH W. COX
JOSEPH T. SHERIER

JOHN T. McHALE
CABLE ADDRESS "LECOTZ"
TELEPHONE MAIN 1420

SOUTHERN BUILDING

WASHINGTON, D.C.

July 2, 1920.

Mr. C. S. Lake, Staff Officer,
United States Railroad Administration,
17th and G Streets, Northwest,
Washington, D.C.

Dear Sir:-

Your letter of June 26th is at hand regarding claim of the porters on the Southern Railway, the contents of which I note.

Thanking you for your information, I am,

Very truly yours,

Joseph T. Sherier

JTS/r

Southern Railway System

Office of Vice President

In charge of Operation.

1300 Pennsylvania Avenue

Washington, D.C.

E. H. COAPMAN,
VICE-PRESIDENT.

July 9th, 1920.

JUL 12 1920

Mr. C. S. Lake,
Staff Officer, US RR Administration,
Washington, D. C.

Dear Sir:-

-- RE: Suits and claims of Train Porters for back pay. --

Referring to your letter of June 26th, in which you ask for further investigation and advice in the premises.

So much has happened since our correspondence in October that I think it best to advise you of the developments and present status before going further.

Mr. Sherier, Counsel for these porters, took the matter up with the Law Department of the Southern Railway, which referred the matter to the Law Department of the Central Administration along with a number of other claims last February. As a result of the handling with the General Counsel of the Railroad Administration we were authorized, under date of April 14th, as follows:

"To settle such claims by paying a sum not greater than the difference between the wages actually paid and those which would have been earned had the scale set by Supplement 26 been in effect during the period between January 1st, 1919, and the date upon which instructions were issued on the various division that train porters should no longer perform the duties of brakemen."

There are now pending some 75 suits against the Director General of Southern Railroad at various points, and there are a number of claims unsettled.

If the settlement is made on the basis of Supplement 12, as is claimed and sued for, the amount involved on Southern Railroad will approximate $257,528.00.

If settlement could be made for the period involved, June 1st, 1918, to July 1st, 1919, on the basis of Supplement 26 to General Order 27, the amount to be paid would be approximately $53,604.00.

If settlement can be made on the basis authorized by the Central Administration, the approximate amount involved for all porters on the

CSL #2

Southern Railway would be $32,966.91.

We have been unable to settle any suit on the basis authorized by the Administration. We have a counter proposition from the Attorney representing 25 suits at Atlanta to settle on the basis of 25% of the amount claimed. Up to now that has been declined.

Inasmuch as Mr. Sherier has brought suit, it does not seem to me that there is anything further for us to do except to defend the suit as best we can.

My Counsel advise that successful defense is exceedingly doubtful, but that view is not shared by the Central Administration, and, of course, we are handling it under their direction.

Yours very truly,

E H Coapman

Vice President.

Southern Railway System

Office of Vice President
In charge of Operation
1300 Pennsylvania Avenue
Washington, D.C.

H.W. MILLER,
VICE PRESIDENT.

257767

May 6, 1921.

DIRECTOR GENERAL OF RAILROADS
MAY 9 1921

E-38-11-a-10

Mr. E. M. Alvord,
Assistant to Director General, U.S.RR.Administration,
Washington, D. C.

Dear Sir:

As requested in yours of April 28 (received this morning), I am returning to you the enclosures transmitted with Mr. Lake's letter of June 26, 1920, addressed to Mr. Coapman.

Yours very truly,

H.W. Miller
Vice President.

List of employees involved in petition filed by colored porters in the employ of the Southern Railway for compensation at brakemen's rates:

WASHINGTON DIVISION:

David Majors,
William Bannaker,
Thomas Dudley,
Thomas Collins,
William C. Turner,
William Swann,
Arthur Dick,
Walter Stewart,
Henry Hill,
W. T. Franklin,
West OC. Connor
John Wade,
William Hudgins,

DANVILLE DIVISION:

John Dorsey,
John Fergerson,
Walter Dick

CHARLOTTE DIVISION:

John Lloyd,
C. A. Moore,
W. M. Morton,
John Handsberry,

LAW OFFICES
LECKIE, COX AND SHERIER
A. E. L. LECKIE
JOSEPH W. COX
JOSEPH T. SHERIER

JOHN T. Mc HALE
CABLE ADDRESS "LECOTZ"
TELEPHONE MAIN 1420

SOUTHERN BUILDING
WASHINGTON, D.C.

E-38-11-a-10

DIVISION OF LABOR.

April 1, 1920.

Mr. C. S. Lake,
Assistant Director of Railroads,
17th and G Streets, Northwest,
Washington, D.C.

APR 2 1920

Dear Sir:-

Supplementing the submission heretofore filed on behalf of the colored passenger train porters of the Southern Railroad Lines running out of Washington, we present herewith the facts, which in our opinion, entitle these men to compensation as brakemen, from June 1, 1918 to August 1, 1919.

These men are all required, as are other trainmen of the Southern system, to submit periodically to a physical examination by a physician designated by the Company. Following this physical examination, these men are required to appear before the trainmaster for examination covering the rules of the Company with respect to the duties of trainmen, the manner of giving and the meaning of different signals, etc.

If, after the examinations mentioned above, the men are found qualified to discharge the duties of trainmen, a switch key and rule book are issued to each man. While the rule books thus issued to these men specifically define the duties of passenger brakemen, they contain no regulations applicable to porters as such.

The porters involved in this case have for years been regularly required to perform the duties specified in supplement 12 to General Order 27 of the United States Railroad Administration. During the period from June 1, 1918 to August 1, 1919, these porters performed the duties of passenger brakemen defined in supplement 12 aforesaid, and the book of rules furnished by the Company, as will appear from statements of the conductors in charge of the trains on which these porters were employed. Copies of these statements are attached hereto.

On or about August 1, 1919, a bulletin was issued, requiring these porters to turn in their rule books and switch keys. Since that time some of the men have not performed all of the essential duties mentioned in supplement 12, while many of them continued to perform said duties up to the date the roads went back to private ownership.

During the period from January 1, 1918 to January 1, 1919, while running between Washington, D.C. and Charlotte, North Carolina, passenger flagmen received $2.23 per one hundred miles, or $8.50 per

per trip, while the porters who were performing the essential duties of passenger brakemen on the same trains, received only $3.49 per trip - a difference of $5.01 per trip.

During the period from January 1, 1919 to August 1, 1919, while running between Washington, D.C. and Salisbury, North Carolina, passenger flagmen received $2.66 per one hundred miles or $8.50 per trip, while the porters on the same trains, performing the duties of passenger brakemen, received only $3.31 per trip - a difference of $5.19 per trip.

From the foregoing it will be seen that flagmen, averaging twenty working days a month, received approximately $170.00, while porters during the same period received approximately $70.00 for the same service.

The porters, therefore, claim that according to provisions of General Order 27 and Supplement 12 thereto, they are entitled to receive approximately the sum of $100 per month from June 1, 1918 to August 1, 1919, or a total of $1400 for each man thus employed during that period.

Inasmuch as this matter has been pending for a number of months, we would greatly appreciate any assistance you may render to the end that a prompt determination of the matters involved may be had.

Very truly yours,

JTS/r

LECKIE, COX & SHERIER,

By Joseph T. Sherier

COPY

J. W. HARVEY, says that he is a conductor in the employ of the Southern Railroad Company, and has been such for 34 years; that he is familiar with the duties performed by the colored train porters on passenger trains operating out of Washington over the Southern Railroad; that the said porters from June 1, 1918 to August 1, 1919, performed the duties of head end brakemen, there being no white head end brakemen in the crew; that prior to April 1, 1919, these porters were supplied with rule books, and switch keys with which to unlock and lock switches in the discharge of their duties.

(signed) J. W. HARVEY

COPY

J. F. SIMPSON, says that he is a conductor in the employ of the Southern Railroad Company, and has been such for 18 years; that he is familiar with the duties performed by the colored train porters on passenger trains operating out of Washington over the Southern Railroad; that the said porters from June 1, 1918 to August 1, 1919, performed the duties of head end brakemen, there being no white head end brakemen in the crew; that prior to April 1, 1919, these porters were supplied with rule books, and switch keys with which to unlock and lock switches in the discharge of their duties.

(Signed) J. F. SIMPSON

COPY

W. L. FINKS, says that he is a conductor in the employ of the Southern Railroad Company, and has been such for 30 years; that he is familiar with the duties performed by the colored train porters on passenger trains operating out of Washington over the Southern Railroad; that the said porters from June 1, 1918 to August 1, 1919, performed the duties of head end brakemen, there being no white head end brakemen in the crew; that prior to April 1, 1919, these porters were supplied with rule books, and switch keys with which to unlock and lock switches in the discharge of their duties.

(signed) W. L. FINKS

COPY

J. B. JORDAN says that he is a conductor in the employ of the Southern Railroad Company, and has been such for 19 years; that he is familiar with the duties performed by the colored train porters on passenger trains operating out of Washington over the Southern Railroad; that the said porters from June 1, 1918 to August 1, 1919, performed the duties of head end brakemen, there being no white head end brakemen in the crew; that prior to August 1, 1919, these porters were supplied with rule books, and switch keys with which to unlock and lock switches in the discharge of their duties.

(signed) J. B. JORDAN

COPY

A. ROW says that he is a conductor in the employ of the Southern Railroad Company, and has been such for 20 years; that he is familiar with the duties performed by the colored train porters on passenger trains operating out of Washington over the Southern Railroad; that the said porters from June 1, 1918 to August 1, 1919, performed the duties of head end brakemen, there being no white head end brakemen in the crew; that prior to August 1, 1919, these porters were supplied with rule books, and switch keys with which to unlock and lock switches in the discharge of their duties.

COPY

W. D. BYERS, says that he is a conductor in the employ of the Southern Railroad Company, and has been such for 18 years; that he is familiar with the duties performed by the colored train porters on passenger trains operating out of Washington over the Southern Railroad; that the said porters from June 1, 1918 to August 1, 1919, performed the duties of head end brakemen, there being no white head end brakemen in the crew; that prior to April 1, 1919, these porters were supplied with rule books, and switch keys with which to unlock and lock switches in the discharge of their duties.

(signed) W. D. BYERS

COPY

J. M. SMALL says that he is a conductor in the employ of the Southern Railroad Company, and has been such for 15 years; that he is familiar with the duties performed by the colored train porters on passenger trains operating out of Washington over the Southern Railroad; that the said porters from June 1, 1918 to August 1, 1919, performed the duties of head end brakemen, there being no white head end brakemen in the crew; that prior to August 1, 1919, these porters were supplied with rule books, and switch keys with which to unlock and lock switches in the discharge of their duties.

(Signed) J. M. SMALL

COPY

T. F. CURRIER says that he is a conductor in the employ of the Southern Railroad Company, and has been such for 15 years ; that he is familiar with the duties performed by the colored train porters on passenger trains operating out of Washington over the Southern Railroad; that the said porters from June 1, 1918 to August 1, 1919, performed the duties of head end brakemen, there being no white head end brakemen in the crew; that prior to August 1, 1919, these porters were supplied with rule books, and switch keys with which to unlock and lock switches in the discharge of their duties.

(Signed) T. F. CURRIER

5/20/21

April 28, 1921.

Mr. H. W. Miller, Vice President,
Southern Railway System,
Washington, D. C.

Dear Sir:

Under date of June 26, 1920, we wrote Mr. E. H. Coapman, enclosing a letter dated April 1st from Mr. Joseph T. Sherier, legal representative for a number of train porters of the Southern Railway who claimed compensation at brakemen's rates. There was also attached to this letter other papers consisting of statements alleged to have been made by several conductors as to the work performed by the porters, together with a list of the names of the employes involved and the division upon which they were employed. Mr. Coapman replied to this letter under date of July 9, 1920, but our file indicates that the papers enclosed with our letter, above referred to , were not returned. In order that our file may be complete will you kindly have same returned.

Yours very truly,

E. M. 9
S

April 28, 1921.

Mr. Joseph T. Sherier,
Southern Building,
Washington, D. C.

Dear Sir:

This will acknowledge receipt of your letter of the 16th inst., advising that you desire the name of T. H. Bird, of Strasburg, Va., added to the list of train porters on the Southern Railroad represented by you.

The information contained in your letter has been noted and is being made a part of our file E-38-11-A-10 pertaining to this subject.

Yours very truly,

E. M. S

m

LABOR

APR 26 1921

Stark:

This is returned to you in accordance with telephone conversation.

Ward.

4/25/21.

E38-18/17

156949

LAW OFFICES
LECKIE, COX AND SHERIER
A. E. L. LECKIE
JOSEPH W. COX
JOSEPH T. SHERIER

CABLE ADDRESS "LECOTZ"
TELEPHONE MAIN 1420

SOUTHERN BUILDING
WASHINGTON, D.C.

APR. 18

LABOR

APR 26

April 16, 1921.

Director General of Railroads,
18th and Penna. Avenue, Northwest,
Washington, D.C.

Dear Sir:-

In the matter of the claims of the colored train porters on the Southern Railroad, we desire to advise you that we represent T. H. Bird of Strasburg, Virginia, and request that you add his name to the list of those we represent.

Very truly yours,

LECKIE, COX & SHERIER,

By Joseph T. Sherier

JTS/r

158448

Southern Railway System

Office of Vice President
In charge of Operation.
1300 Pennsylvania Avenue
Washington, D. C.

H.W. MILLER,
VICE PRESIDENT.

C38-11a-10

DIRECTOR GENERAL OF RAILROADS
MAY 26 1921

May 25th, 1921.

Mr. E. M. Alvord,
Assistant to the Director General,
United States Railroad Administration,
Washington, D. C.

Dear Sir:

Your letter May 23rd, referring to yours of April 28th, calling attention to letter of June 26th, 1920 to Mr. Coapman, received.

All papers transmitted to Mr. Coapman with Mr. Lake's letter of June 26th, 1920, with reference to train porters were returned to you with my letter of May 6th.

Yours truly,

H.W. Miller

Vice-President.

6/10/21

May 23, 1921.

COPY

Dear Sir:

Please be referred to my letter of April 28th, calling your attention to letter of June 26, 1920 to Mr. E. H. Coapman enclosing letter from Mr. Joseph T. Sherier, legal representative for a number of train porters of the Southern Railway who claimed compensation at brakeman's rates.

Will you please advise if you are in a position to give me the information requested?

Sincerely yours,

E. M. A

FILE

Mr. H. W. Miller, Vice President,
Southern Railway System,
Washington, D. C.

AWS:IVM

Form L-1

UNITE[redacted]TION

RICHMOND, FREDERICKSBURG & POTOMAC RAILROAD

FILE NO. 60-38-11-2-11

SUBJECT: Dispute between the R.F. & P. Railroad and the Brotherhood of Railroad Trainmen involving claim of certain porters performing trainmen's duties.

Volume No. _____

From _____

To _____

DIVISION OF LABOR

Richmond, Va., April 28th, 1919,

Mr. W. S. Carter,
Director Division of Labor,
United States Railroad Administration,
Washington, D. C.,

Dear Sir:

In accordance with provisions of General Order No.13, of the Director General of Railroads, issued March 22nd, 1918, the undersigned representing the Trainmen employed on the Richmond, Fredericksburg and Potomac Railroad and the Washington Southern Railroad, respectfully submit for transmission to Railway Board of Adjustment No.1, the following matters.

Case: Train Porters performing the duties of Brakemen and pay therefor: Claimed under Supplement No. 12, to General Order No. 27,

Statement of facts:

Colored Train Porters employed by the Richmond, Fredericksburg and Potomac Railroad and the Washington Southern Railroad, by reason of the fact that passenger train crews consist of a conductor, baggagemaster, flagman and colored train porter, do perform the following essential duties,

(a) Inspect cars and test signalsand brake apparatus for the safety of train movement
(b) Use hand and lamp signals for the protection and movement of trains.
(c) Open and close switches.
(d) Couple and uncouple cars and engines and the hose and chain attachments thereof.

Contention of the Committee:

Supplement No. 12, to General Order No. 27, requires that where Employees in passenger train crew, except Conductor, Collector and Baggagemasters, qualified and regularly required to perform these duties will be designated as passenger brakemen or flagmen and paid accordingly.

These colored train porters do and have always to the present date, performed the duties as outlined in above, and are therefore entitled to receive the same compensation as white brakemen.

The committee further contends that the company, after the committee prepaired a statement of facts, and submitted to the Federal Manager for concurance, issued General Order No. 392 dated April 28th, 1919, (which is submitted herewith as exibit No.1,) which order is intended to curtail the duties of train porters, and which order is prohibited by Supplement No. 12, to General Order No. 27, paragraph No. 3. General Order No.399 issued by the Supt. of Transportation under date May 12th, 1919 and (which is submitted as exibit No.2,)does require train porters to perform the above duties under certain conditions. Statements of two porters (submitted as exibits No. 3 and 4,) proves that the porters have been performing these duties for a number of years.

The Chairman of the committee has been informed by one of the porters that the Federal Manager has tried to coerce him by telling him that the said chairman was trying to get rid of porters.

W.S.C.2,

The Management refused to agree on a joint statement of facts in this case, but submits the following as the contention of the Management.

"That the Management does not require train porters to perform these duties (See attached notice, Order No. 392, dated April 28th 1919, issued by authority of Regional Director, which specifies the duties of train porters) and there have never been any previous orders or instructions issued requiring train porters to perform the duties specified in Supplement No. 12 to General Order No. 27."

The Representative of the Trainmen desires to be heard in the presentation of oral argument before the Board at the time these cases are heard.

Very truly yours,

J H Cousins

General Chairman B.R.T.

6/17/19

APPROVED ..... 191..
FOR TRANSMISSION TO DIRECTOR, DIVISION OF LABOR, ACCORDING TO ORDER NO. 13.

W. G. Lee

PRESIDENT B. OF R. T.

APPROVED JUN 19 1919 191....
FOR TRANSMISSION TO DIRECTOR, DIVISION OF LABOR, ACCORDING TO ORDER NO. 13.

E. H. Garretson

PRESIDENT O. R. C.

W.S.C.3,

Exibit No. 1,

April 28th, 1919.

General Order No. 392

Porters employed on passenger trains are required to wait on passengers, handle hand baggage, assist passengers on and off, keep coaches and coach toilets clean, attend to lights and ventilation, and perform any other duties that may add to the comfort and safety of passengers.

They are not required to inspect cars, test signal and brake apparatus, use signals for the protection or movement of trains, open and close switches, couple and uncouple cars and engines, hose and chain attachments, or to carry a standard watch.

This does not relieve porters on trains on which brakemen are employed from the duty of flagging in an emergency or when the safety of the train requires it.

(Signed) C.W.Culp,
Supt. Transportation.

Exibit No. 2,

May 12th, 1919,

General Order No. 399

Referring to General Order No. 392, dated April 28th, 1919, relative to the duties of porters employed on passenger trains. In case of emergency or when the safety of the train requires that porters perform duties of Flagman or Brakeman, Conductors must ~~xxx~~ ~~xxxx

W. S. C. 4,

Exibits 3 and 4,

Richmond, Va., March 29th, 1919

Mr. Cousins,

I was train porter on train No. 29, March 17th, conductor got orders to set off two coaches, I had to handle the switches and cut off and recouple the cars.

Going up on No. 1st 80 March 27th, the engine tender truck was running hot, when the train reached Arkendale the train stopped, I went ahead and the Engineer Mr. Hight told me to cut his engine off as he was going to take the freight engine on the siding. I uncoupled and recoupled with no help from freight or passenger firemen, the conductors asked one of the firemen to help me but he refused. This is no new duty of the train porter, as I have been doing it for thirty five years.

(Signed) Chas. Munford
Porter R.F.& P.

Washington, D.C. May 1st, 1919

To whom it may concern:

This is to certify that I was train porter on R.F.& P. train No. 43 leaving Washington 9:30 A.M. April 24th, the conductor informed me that we had orders to cross over at Guinea and run the North bound track from Guinea to R.X.Block Station, he presented his keys to me and told me to open both switches and ride the rear car while we were backing over, which I did.

Mr. H. A. Usher Conductor in charge.

(Signed) M.H.Dawkins, Train porter.

Washington, D. C., May 1st, 1919,

To whom it may concern:

This is to certify that I was train porter on R.F.& P. Train No. 9, leaving Washington at 7:35 A.M. April 19th, The Conductor informed me on leaving Alexandria that we had a car on the rear of train to set off at A.F.Block Station, I went to the rear and as soon as the train had passed the cross over switch I gave the engineer a hand signal to back the train, which he did into the freight track, I cut the hose and chain attachments and uncoupled the car and gave a hand signal to the engineer to proceed.

Mr. Dan Briggs Conductor in charge.

(Signed) M.H.Dawkins, Train porter.

1

R 78 P
W 8

Cleveland, Ohio,
June 13th, 1919.

Mr. W. S. Carter,
Director, Division of Labor,
U. S. Railroad Administration,
Washington, D. C.

Dear Sir:-

We enclose herewith two copies of a statement of facts signed by General Chairman H. M. Cousins, of the B.of R.T., for the R.F.& P. and W.S. Rys., concerning a question in controversy between the organization and management as to alleged failure to properly apply Supplement No. 12 to General Order No. 27 to certain train porters, for transmission to Board of Adjustment No. 1.

You will note the statement is made that the management declined to become a party to this submission, and, further, that when the matter is considered by the Board, a representative of the organization will appear for the purpose of offering further oral argument.

Very truly yours,

W G Lee,
President, B.of R.T.

A B Garretson
President, O.R.C.

Carter

Cleveland, Ohio,
June 13th, 1919.

Mr. W. S. Carter,
Director, Division of Labor,
U. S. Railroad Administration,
Washington, D. C.

Dear Sir:-

We enclose herewith two copies of a statement of facts signed by General Chairman H. M. Cousins, of the B.of R.T., for the R.F.& P. and W.S. Rys., concerning a question in controversy between the organization and management as to alleged failure to properly apply Supplement No. 12 to General Order No. 27 to certain train porters, for transmission to Board of Adjustment No. 1.

You will note the statement is made that the management declined to become a party to this submission, and, further, that when the matter is considered by the Board, a representative of the organization will appear for the purpose of offering further oral argument.

Very truly yours,

W. G. Lee,
President, B.of R.T.

J. E. Shaverstone
President, O.R.C.

(2)

RF+P

UNITED STATES RAILROAD ADMINISTRATION
DIRECTOR GENERAL OF RAILROADS

W. D. DUKE
FEDERAL MANAGER

RICHMOND, FREDERICKSBURG & POTOMAC RAILROAD
WASHINGTON SOUTHERN RAILROAD
RICHMOND, VA.

June 23rd, 1919. st

File 012.25

Mr. W. S. Carter,
Director, Division of Labor,
U. S. Railroad Administration,
Washington, D. C.

Dear Sir:

I am advised by the General Chairman of the Trainmen that the Committee has prepared a statement in reference to protest as to pay of train porters and forwarded it to you for consideration of the Board. I understood that this statement was to be submitted to us in order to attach a statement of the contention of the Management in reply to the position taken by the Trainmen's Committee. The contention of the Management in this case is -

DIVISION OF LABOR.
JUN 25 1919

> "That the Management does not require train porters to perform brakemen's duties (See attached notice, Order No. 392, dated April 28th, 1919, issued by authority of Regional Director, which specifies the duties of train porters) and there have never been any previous orders or instructions issued requiring train porters to perform the duties specified in Supplement No. 12 to General Order No. 27."

Yours truly,

W. D. Duke

Federal Manager.

D

(2)

UNITED STATES RAILROAD ADMINISTRATION
DIRECTOR GENERAL OF RAILROADS

RICHMOND, FREDERICKSBURG & POTOMAC RAILROAD
WASHINGTON SOUTHERN RAILROAD
RICHMOND, VA.

C. W. CULP,
SUPT. TRANSPORTATION

April 28th, 1919.

GENERAL ORDER NO. 392.

Porters employed on passenger trains are required to wait on passengers, handle hand baggage, assist passengers on and off, keep coaches and coach toilets clean, attend to lights and ventilation, and perform any other duties that may add to the comfort and safety of passengers.

They are not required to inspect cars, test signal and brake apparatus, use signals for the protection or movement of trains, open and close switches, couple and uncouple cars and engines, hose and chain attachments, or to carry a standard watch.

This does not relieve porters on trains on which brakemen are employed from the duty of flagging in an emergency or when the safety of the train requires it.

C. W. Culp,
Supt. Transportation.

June 27, 1919.

Mr. W. D. Duke, Federal Manager,
Richmond, Fredericksburg & Potomac Railroad,
Richmond, Va.

Mr. A. B. Garretson, President,
Order of Railway Conductors,
Cedar Rapids, Iowa.

Mr. W. G. Lee, President,
Brotherhood of Railroad Trainmen,
Cleveland, Ohio.

Gentlemen:-

This will acknowledge receipt of Mr. Duke's letter of June 23d, file 012.25, and Messrs. Garretson and Lee's letter of June 13th, in regard to classification and rate of pay for train porters.

Employes statements will indicate that train porters:

(a) - Inspect cars and test signals and brake apparatus for the safety of train movement.
(b) - Use hand and lamp signals for the protection and movement of trains.
(c) - Open and close switches.
(d) - Couple and uncouple cars and engines and the hose and chain attachments thereof.

The statement of the railroad indicates that train porters are only required to:

Form G-77.

"Wait on passengers, handle hand baggage, assist passengers on and off, keep coaches and coach toilets clean, attend to lights and ventilation, and perform any other duties that may add to the safety and comfort of passengers."

and that they are not required to perform any of the duties of a brakeman or flagman, except in case of emergency, or when the safety of the train requires it.

Before submitting this

FILE COPY

Before submitting this matter to any board, it will be necessary for the Management and the Representatives of the employes to reconcile their statements as to the duties that train porters are actually required to perform.

Yours truly,

W. E. REMMEL

Special Assistant to Director.

9-5

FILE COPY

Form G-77.

2—80175

RF+P

UNITED STATES RAILROAD ADMINISTRATION
DIRECTOR GENERAL OF RAILROADS

RICHMOND, FREDERICKSBURG & POTOMAC RAILROAD
WASHINGTON SOUTHERN RAILROAD
RICHMOND, VA.

W. D. DUKE
FEDERAL MANAGER

Richmond, Va., July 3rd, 1919.

File 012.25

Mr. H. H. Reed,
Special Assistant to Director,
Division of Labor, U. S. Railroad Administration,
Washington, D. C.

Dear Sir:

Replying to your favor of June 27th in regard to case of train porters to be submitted by the Conductors and Trainmen:

I note that it will be necessary for the Management and the Representatives of the employes to reconcile their statements as to the duties that train porters are actually required to perform. The duties of train porters are specified in the bulletin issued on April 20th, a copy of which was sent to you with our letter of June 23rd.

Yours truly,

W. D. Duke

Federal Manager.

D

DIVISION OF LABOR
JUL 5 1919

October 13, 1919.

FILE

Mr. L. E. Sheppard, President,
Order of Railway Conductors,
Cedar Rapids, Iowa.

Mr. W. G. Lee, President,
Brotherhood of Railroad Trainmen,
Cleveland, Ohio.

Gentlemen:

Under date of June 27th, I addressed a joint letter to Federal Manager W. D. Duke of the Richmond, Fredericksburg & Potomac Railroad and to Mr. Garretson and Mr. Lee, in regard to classification and rate of pay for train porters, the last paragraph of which reads as follows:

"Before submitting this matter to any Board it will be necessary for the management and the representative of the employes to reconcile their statements as to the duties that train porters are actually required to perform."

Up to date I have no record of receiving a reply from either of you gentlemen to my letter of June 27th.

I should be glad to have you advise me if this case has been settled or if you expect to be in a position to furnish joint statement of facts in the matter upon which a decision could be based.

COPY

Yours truly,

M. H. RHODES

Special Assistant to the Director.

2—8675

Form G-77.

9-ac

L. E. SHEPPARD
PRESIDENT.

S. N. BERRY
SENIOR VICE-PRESIDENT

C. E. WHITNEY
GENERAL SECRETARY AND TREASURER

Order of Railway Conductors of America.

Cedar Rapids, Iowa.

DICTATED BY CHW TO MM

Oct. 17, 1919.

Mr. H. H. Reed, Spec' Ass't.,

Director Division of Labor,

Interstate Commerce Bdg., Washington, D. C.

Dear Sir:

This will acknowledge receipt of yours of the 13th addressed to President Lee and myself with reference to your letter of June 27th, to Federal Manager Duke of the R. F. & P., former President Garretson of our Order, and President Lee of the B. of R. T.

When this letter was received,- in other words, under date of July 5th, the matter was taken up with President Lee on account of the fact that the matter was of more particular moment to the members of his organization than to ours, and under date of July 9th he wrote President Garretson that your communication had been referred to Vice President Fitzpatrick of his organization who is was expected would shortly be on the ground handling matters with the Manager. On account of unavoidable delays Vice President Fitzpatrick did not reach the committee until the last of September and I assume that the matter did receive consideration while he was with the committee but up to this writing I have not received any report of what took place.

Yours truly

L. E. Sheppard

Pres.

DIVISION OF LABOR

OCT 20 1919

December 1,1919

Mr. W. G. Lee, President,
Brotherhood of Railroad Trainmen,
Cleveland,Ohio.

Dear Sir:

Please be referred to my letter of June 27th addressed to Federal Manager W.D.Duke of the N. F. & P. RR, Mr. A. B. Garretson and yourself in regard to classification and rate of pay for train porters, the last paragraph of which reads as follows:

> "Before submitting this matter to any board, it will be necessary for the Management and the Representatives of the employes to reconcile their statements as to the duties that train porters are actually required to perform."

Under date of October 13th I wrote you and Mr. Sheppard in regard to the matter. Under date of October 17th Mr. Sheppard advised that the matter had been referred to Vice President Fitzpatrick.

Will you kindly advise me the status of this case?

Yours truly,

H. H. REED

Special Assistant to Director.

9-AR

Copy to Mr.L.E.Sheppard.

W. G. Lee, President.
T. R. Dodge, Assistant President.
A. E. King, General Secretary and Treasurer.

Grand Lodge
Brotherhood of Railroad Trainmen

General Offices. Cleveland, Ohio.

WGL-H 6692-173 Dec. 9, 1919.

Mr. H. H. Reed,
Special Assistant to Director, Div. of Labor,
U.S. Railroad Administration,
Washington, D.C.

Dear Sir:-

This will acknowledge receipt of yours of the 1st inst., having reference to your letter of June 27th addressed to Federal Manager Duke of the R.F.& P.R.R., to the President of the O.R.C., and myself, in regard to classification and rate of pay for train porters, the last paragraph of which letter is quoted by you.

I am taking this matter up with our General Chairman for the R.F.& P.R.R. and will advise you the status of this case as soon as the information requested is received from him.

Very truly yours,

W. G. Lee

President.

DICTATED BY MR. LEE WHO WAS OBLIGED TO LEAVE THE OFFICE BEFORE SIGNING

DIVISION OF LABOR.

DEC 11 1919

R7HP

January 12, 1920.

for O. S. Lake:

Attached papers pertain to a dispute between the Management of the R.F.& P. Railroad and the B.R.T. with reference to wages of train porters. The submission of this dispute to Adjustment Board has been delayed for considerable period of time owing to the fact that the statements of the Management and of the Employes' Committee were unreconcilable. You will note from President Lee's letter, next attached, that he desires the case referred to Adjustment Board with understanding that the Board will have a hearing, and secure any information necessary to eliminate discrepancy in statements of interested parties, thereby enabling them ro render a proper decision.

I am agreeable to referring the papers in this case to Board of Adjustment No. 1. Please return papers advising if you disagree.

H. H. Reed.

4-McN

Form G-18

FILE NO.

UNITED STATES RAILROAD ADMINISTRATION

DIRECTOR GENERAL OF RAILROADS

SUBJECT: RF&P Railroad.

January 26, 1920.

MEMORANDUM for MR. REED:

It is my opinion that the attached papers covering dispute between the Management of the RF&P Railroad and the Brotherhood of Railroad Trainmen, with reference to wages of train porters, should be a matter of discussion between Mr. Daugherty and myself.

C. S. LAKE.

HRD

Form G-18

FILE NO.

UNITED STATES RAILROAD ADMINISTRATION

DIRECTOR GENERAL OF RAILROADS

SUBJECT:

January 27, 1920.

MEMORANDUM for H. P. Daugherty:

In accordance with suggestion contained in Mr. Lake's memorandum of January 26th, next attached, I am handing you herewith my entire file covering dispute between the Management of the R.F.& P. Railroad and the B.R.T. in regard to wages of train porters.

H. H. Reed.
HHR

9-McN

DIVISION OF LABOR.

JAN 30 1920

Board no 1

W. G. Lee, President.
T. R. Dodge, Assistant President.
A. E. King, General Secretary and Treasurer.

Grand Lodge
Brotherhood of Railroad Trainmen

General Offices, Cleveland, Ohio.

6692-173 WGL-M December 24, 1919.

DIVISION OF LABOR

DEC 26 1919

Mr. H. H. Reed,
Special Asst. to Director, Div. of Labor,
Washington, D. C.

Dear Sir:-

Referring to your communications to President Sheppard, of the O.R.C., and the undersigned, under date of October 13th and December 1st, with regard to a question in controversy on the R.F.& P.R.R. in connection with the classification and rate of pay for train porters, the papers in which case have been withheld from Board No. 1 because of a difference in the statements of the employes and company, I am in receipt of advice from our committee on the line in question to the effect that it is impossible to get an agreed statement of facts from the officers of the company.

The papers in this case have already been delayed many months, and inasmuch as personal appearance has been requested before the Board, it is my opinion that the papers should be referred to Board No. 1 without delay as they are, and I have no doubt the Board will be able to determine, at least when the representatives of the organization and company appear before them, just what the true facts are, and issue decision accordingly.

Will you not please advise me whether or not you will refer this case to Board No. 1 without further delay?

Very truly yours,

DICTATED BY MR. LEE WHO WAS OBLIGED TO LEAVE THE OFFICE BEFORE SIGNING

W. G. Lee
President.

Copy to
Mr. L. E. Sheppard,
Mr. H. M. Cousins.

Form G-18

E 38-11-a-7

FILE NO.

UNITED STATES RAILROAD ADMINISTRATION

DIRECTOR GENERAL OF RAILROADS

SUBJECT:

April 12, 1920

MEMORANDUM For Mr. Lake:

The attached file pertains to dispute between the R. F. & P. Railroad and the Brotherhood of Railroad Trainmen involving claim of certain porters performing trainmen's duties which was referred to you with my memorandum of Jan.12th and returned to me with your memorandum of January 26th, suggesting that you would like to discuss the case with Mr. Daugherty. On January 27th the papers were referred to Mr. Daugherty to discuss with you.

The papers have now been returned to me with memorandum "For Board No.1 - - Mr. Doak to see Mr. Lake". I recollect that on the afternoon before we moved from the I.C.C. Bldg., you discussed this question briefly with Mr. Doak in Room 606 from which I understood that some compromise settlement had been reached as between the employees concerned and the Management. However, I did not remain to get the result of your full discussion and papers are now referred to you for advice as to what disposition should be made of them.

H.H.Reed

4-AR

file and settled by mutual arrangement between Porters & management

4/16/20

Form L-1

UNITE[redacted]ATION

DIRECTOR GENERAL OF RAILROADS

FILE NO. E-38-11-B

W. L. HOUSTON

RAILROAD MEN'S INTERNATIONAL BENAVOLENT INDUSTRIAL ASSN.

SUBJECT: Petition concerning Hours of Service and Rates of Pay of Colored men in Section Gangs and Mechanical Department.

NOTE;---- For file containing general correspondence with this organization, see File E-38-11, re complaints, etc.

Volume No. _____

From _____

To _____

DIVISION OF LABOR

80231

PHONE BOULEVARD 7864

PLEASE ADDRESS ALL COMMUNICATIONS IN THE NAME OF THIS ASSOCIATION

Railroad Men's International Benevolent Industrial Association

GENERAL HEADQUARTERS:
3902 SOUTH STATE STREET
ROOM 3
CHICAGO, ILL.

Office of Director General of Railroads

MAR 7 1919

MAR 7 1919

15025

Washington, D.C.,
March 5,1919.

Hon. Walker D. Hines,
Director General U. S.
R.R. Administration.

Dear Sir:

We deem it necessary to submit, for your consideration certain matters concerning conditions of employment and pay of Negro Railroad employees in both the mechanical and transportation departments, also the maintenance of way.

Such complaints as here registered were completed only after the local situations had been thoroughly gone over and representations of the several crafts from thirty-three different states had gone over the various grievances for three days.

We regret the impossibility of the adjustment machinery of the Division of Labor to work in these cases. The fact is, however it fails to function as planned. The reason is stated in section six (6) of the following:

We, ourselves, have exercised our characteristic conservatism and have awaited betterment of local conditions as a result of the supposed changed feelings of man for his fellow-man. That feeling has not yet materialized. The contrary is quite true and well organized efforts are being made by some of the associates of the men to whom we should go for assistance in adjusting local matters of unique pay and working conditions, to force Negroes out of employment, for example; The Memphis Switchmen Strike, also effort to oust the Negro yardmen at McGhee, Arkansas, and numerous complained instances in Northern shops as well.

We turn to the government for fair play. Consequently we respectfully submit the eight following general demands and in addition, the enclosed specified demands of men engaged in the crafts above referred to.

First, "That all roads, through their foremen or other officials give correct classification on pay rolls, and the proper rate of pay, as when helpers do mechanics work or skilled and semi-skilled workmen are classified on payrolls as common laborers. The pay to go with the job performed.

2. That the number of Negro Railroad employees in service be the same in proportion to whites as on the day the armistice was signed.

3. That where working forces are increased as a result of applying the eight hour day, the new men thus recruited will maintain

PHONE BOULEVARD 7864

SE ADDRESS ALL COMMUNICATIONS
THE NAME OF THIS ASSOCIATION

Railroad Men's International
Benevolent Industrial Association

GENERAL HEADQUARTERS:
3902 SOUTH STATE STREET
ROOM 3
CHICAGO, ILL.

WDH-2

the ratio of colored Americans to white men as established by Section No.2, above.

Fourth: "That an interpretation to Supplement #12 to General Order #27 be issued on the final clause of that supplement which will guarantee to colored trainmen and porters their rights to the head-end positions they now hold or held when their case was first filed, against any infringement by white trainmen thru the exercise of seniority rights.

Fifth: "That as a means of better serving the great mass of Americans who use the coaches in traveling, colored men be employed in head-end service on all passenger trains.

Sixth: "That owing to the unfairness of white workers and the prejudice of whites, both men on the jobs and their creatures by choice, local chairmen and shop committees, also because of a similar attitude of many foremen and supervisors recruited from the same ranks, possessing the same narrow undemocratic feeling to black men, we respectfully demand a general ruling by official bulletin from the Director General of Railroads, directing that shop committees or general or local chairmen representing colored employees be recognized by the company officials and when they differ on the meaning or method of applying any ruling of the Railroad Administration, the written differences when submitted to the Director General's Office shall be sufficient evidence to cause investigation by the proper government Board.

Seventh: "And that such investigations be properly expedited.

Eighth: "We recognize the existence of machinery in the Division of Labor which should ordinarily effect the ends we seek and compliment Director Carter on his broadness and sincerity in seeking to justify employ the same, but since there are local conditions particularly in the South, and also North and West, which dethrone reason and right, we are convinced that the only possible remedy is to come direct from the Director General with a penalty of discharge from service for failure to comply with same."

Respectfully,

Robt. L. Mays

International President.

RLM/GBC

Form G—10

UNITED STATES RAILROAD ADMINISTRATION

W. G. McADOO, DIRECTOR GENERAL

FILE No. 5-38-11

SUBJECT

March 12, 1919.

MEMORANDUM for Mr. Carter:

I am enclosing herewith a file forwarded to me by the Bureau for Suggestions and Complaints, with their memorandum of March 8th, originating with a letter from Mr. Robert L. Mays, International President, Railroad Men's International Benevolent Industrial Association, regarding employment conditions for negro railroad employes.

DIVISION OF LABOR.

W. T. TYLER.

TRANS. MAR 15 A.M.

LABOR MECHANICAL DEPT.

MAR 13 1919

MAR 15 1919

MAR 15 1919

Form G—19

UNITED STATES RAILROAD ADMINISTRATION

~~W. G. McADOO~~, DIRECTOR GENERAL

FILE No. 0-15025

SUBJECT Labor Conditions. March 8, 1919.

T. B. M.

MEMORANDUM to Mr. Tyler:

Your special attention is called to the attached letter from Mr. Rob't. L. Mays, International President, Railroad Men's International Benevolent Industrial Association, Chicago, regarding employment conditions for Negro railroad employes.

I am passing this to you, closing our file.

E. H. Lamb,

Acting Chief,
BUREAU FOR SUGGESTIONS & COMPLAINTS.

BLW

TRANS. MAR 10 AM

March 8, 1919.

File No. Q-15025

Subject - Labor Conditions

My dear Mr. Mays:

Mr. Hines has asked me to acknowledge receipt of and thank you for your letter of March 5th, on the subject of labor conditions for negro railroad employes, and to advise you that it will be given attention by the properly constituted authority.

Yours very sincerely,

Acting Chief.

Mr. Robt. L. Mays,
International President,
Railroad Men's International Benevolent Industrial Association,
3902 South State st.,
Chicago, Ill.

BLW

March 24, 1919

File E-38-11.

Mr. Robert L. Mays,
3902 South State St.,
Chicago, Ills.

Dear Sir:—

Your letter of the 5th instant, addressed to the Director General, has been referred to the Division of Labor, and this is to advise that the suggestions and complaints contained therein will be given due consideration.

You will be advised more fully at a later date with reference to the matter.

Yours very truly,

Assistant Director.

2-LFS

PHONE MAIN 7058

WILLIAM L. HOUSTON
ATTORNEY AT LAW
613 F STREET NORTHWEST
WASHINGTON, D. C.

ROOMS 101-103

85843

E38-11

Office of Director of Traffic, Director General

DIVISION OF LABOR,
APR 3 1919

April 2, 1919.

APR 3 1919

Hon. Walker D. Hines,
Director General of Railroads,
Washington, D.C.

Dear Sir:-

I have the honor to submit herewith, as an inclosure, for your own and the Board of Railroad Wages and Working Conditions consideration a Petition of the RAILROAD MEN'S INTERNATIONAL BENEVOLENT INDUSTRIAL ASSOCIATION on behalf of the colored men employed in Section Gangs and in the Mechanical Crafts department of the various railroads.

When this matter is taken up for consideration, which I request and hope will be at an early day, I will be glad to report in person to you or to the Board and present argument in support of the petition, and to answer any questions you may desire to ask which will enable you to thoroughly and satisfactorily reach your conclusions in the matter.

May I ask that an acknowledgment of the receipt of this communication and the accompanying petition will also be made to Mr. R. L. Mays, President of the Association, at his office, 3902 South State Street, Chicago, Illinois.

Very truly yours,

W. L. Houston

Inclosure.

UNITED STATES RAILROAD ADMINISTRATION.

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PETITION of the RAILROAD MEN'S INTERNATIONAL BENEVOLENT INDUSTRIAL ASSOCIATION.

- - - - - - - - - - - - - - - - - -

Hon. Walker D. Hines,
Director General of Railroads,
Washington, D.C.

Sir:-

I have the honor to present herewith a petition setting forth the grievances of Section Gangs and those engaged in the Mechanical Crafts on the various railroads of the country operated under your direction and supervision.

These are colored employees united in an organization known as the RAILROAD MEN'S INTERNATIONAL BENEVOLENT INDUSTRIAL ASSOCIATION, and as attorney for said organization I am authorized and directed to present the following for your consideration and to ask for your favorable action thereon.

In the matter relating to the Section Gangs you will find some reference to matters which have been submitted previously by President R. L. Mays of the Railroad Men's International Benevolent Industrial Association in his communication of March 5th to the Director General.

It is respectfully submitted that in the following demands nothing is asked that will not meet the test of fairness and equity.

It must appeal to you that the demands of these men are reasonable in the extreme when what they ask is less than the minimum granted by government ruling. Yet in this connection it is not to be understood or construed that because they have not demanded more that they desire or want less than what is due them under such ruling.

SECTION GANGS.

The Section Gangs present as their demands:

1. That they be placed on an eight (8) hour day basis and re-

ceive overtime after eight (8) hours.

2. That they be given annual transportation when service records justify the same.

3. That when they are unjustly treated by the foreman, any of the men or their superior officers that they be allowed to report the same to the Superintendent who shall be required to investigate the complaint.

4. That they be furnished foreign transportation such as is furnished other employees.

5. That ice shall be furnished for all section gangs in terminal yards.

MECHANICAL CRAFTS.

The men employed in the Mechanical Crafts present as their demands:

1. That full recognition be given the men to adjust differences arising between them and the respective companies employing them by and through a grievance committee or other bona fide representatives of locals authorized by the Railroad Men's International Benevolent Industrial Association.

2. That men in the mechanical crafts group of the service shall be accorded an eight (8) hour day with time and half for all over time, and for Sundays and Holidays.

3. That the company official or officials to whom the grievance committees or shop committees or other representatives of this Association shall appear in behalf of the men be specified by order of the proper company officer.

4. That when laborers do helpers work they shall receive helpers pay. Laborers used for employment on Sunday to be given time and a half for the same. Men desiring transfers from one department to another for good reason be not denied, unless the transfer can be shown to be prejudicial to the best interests of the service.

5. That seniority shall rule where the older man is equally efficient.

6. That all employees shall be granted passes on request and all employees in service five years or more shall be given annual passes.

7. That when any employee is discharged or pulled out of service, as the case may be, and upon due investigation of the case he is found not guilty of the charges against him, that he be reinstated in the service of the company and paid in full for every day which he has lost while the case was under investigation.

8. That helpers doing mechanical work shall receive mechanical pay.

9. That a machinist, boilermaker or blacksmith with over four years experience shall receive .68¢ per hour.

10. That the scale of pay shall be as follows:

Occupation	Pay per Hour.
Boiler Washer	.55¢
Lubrication Man	.45
Boiler Helper	.45
Stationary Fireman	.45
Fire Builder	.45
Flue Blower	.45
Car Repairers	.58
Fire Knocker	.45
Hostler Helper	.45
Engine Watbhmen	.45
Laborers	.45
Store Room Men	.45
Copper Smith Helper	.55
Truck Packer	.55
Boiler Maker Helper	.55
Oil House Men	.45
Blacksmith Helper	.55

Occupation	Pay per Hour
Machinist Helper	.55¢
Pipe Fitters Helper	.55

It is asked that this scale of pay be retroactive from January 1, 1919.

The demands above made relative to wages are in accord with the ruling of the Director General in General Orders issued and those pertaining to rules and working conditions are such as are embraced generally in such orders. They are here made for the men whose rights are at stake and whose interests are vitally affected.

It is respectfully suggested that no unreasonable request is made on behalf of these colored men whose loyalty and faithful service entitle them to the grant of the improvements requested in the matter of their wages and conditions of employment.

The above mentioned demands are submitted with the hope that the Director General and the Board of Railroad Wages and Working Conditions will give them the consideration they merit and accord to the men the rights and benefits to which they are justly entitled.

Respectfully,

W. L. D. Cornish.

Attorney for the

RAILROAD MEN'S INTERNATIONAL
BENEVOLENT INDUSTRIAL ASSOCIATION.

Washington, D.C.

April 2, 1919.

85845

April 3, 1919.

Dear Sir:

Permit me in behalf of the Director General to acknowledge receipt of your letter of the 2nd inst., transmitting a petition of the Railroad Men's International Benevolent Industrial Association on behalf of the colored men employed in Section Gangs and in the Mechanical Crafts department of the various railroads.

Mr. W.S. Carter, Director, Division of Labor, is being requested to give this petition his careful consideration.

Sincerely yours,
(Signed) M. B. C.

C/M
Mr. Wm. L. Houston, Attorney,
613 F Street N.W.
Washington, D.C.

Form G-18

FILE NO.

UNITED STATES RAILROAD ADMINISTRATION

W. G. McADOO, DIRECTOR GENERAL OF RAILROADS

SUBJECT:

April 7, 1919

MEMORANDUM for Mr. Carter:

The attached petition from W. L. Houston, Attorney for the Railroad Men's International Benevolent Industrial Association, has been referred by the Director General to you for consideration.

This petition embodies working conditions and rates of pay for colored men in Section Gangs, and in the mechanical department, and asks that the scale of pay for these men requested in the petition be made retroactive from January 1, 1919.

Mr. Houston has been advised by Mr. Clagett that "Mr. W. S. Carter, Director, Division of Labor, is being requested to give this petition his careful consideration."

This is a matter you will no doubt desire to discuss with Mr. Tyler.

DeMontreville

April 9, 1919

File B-38-11

Mr. William L. Houston,
613 F. Street Northwest,
Washington, D. C.

Dear Sir:

Your letter of April 2nd addressed to the Director General, to which is attached petition of the Railroad Men's International Benevolent Industrial Association, has been referred to me by the Director General for reply.

I have just had an opportunity to go over this matter, and it appears to me that in the petition above referred to, your purpose is to request certain rates of pay and certain working conditions for men employed in section gangs and in shops. While I have not checked all of these requests carefully, it appears you are requesting only that which has already been granted by the Director General through Supplements Nos. 3 and 4.

For instance, you ask that section laborers "be placed on an eight (8) hour day basis and receive overtime after eight (8) hours". I am herewith enclosing a copy of Supplement No. 3, and you will note Article 7 thereof provides that:

> "Where there is no existing agreement or practice more favorable to the employees, overtime shall be computed for the ninth and tenth hour of continuous service, pro rata on the actual minute basis, and thereafter at the rate of time and one-half time. Even hours will be paid for at the end of each pay period; fractions thereof will be carried forward.
>
> "When notified or called to work, outside of established hours, employees will be paid a minimum allowance of three (3) hours.
>
> "Employees will not be required to suspend work during regular hours to absorb overtime."

Am I to understand that the colored section laborers are not receiving this rate of pay under the conditions set forth in the section above quoted?

I note in the petition, under the head "Mechanical Crafts" you ask that men employed in the mechanical crafts be accorded an eight (8) hour day with time and one-half for all overtime, and for Sundays and Holidays", and you also make request concerning laborers doing helpers' work, and that helpers doing mechanical work shall receive mechanics' pay, and that machinists, boilermakers and blacksmiths with over four years experience be granted 65¢ per hour; then follows paragraph numbered 10, which specifies the rate of pay for different classes of employees in the mechanical department.

I am herewith enclosing copy of Supplement No. 4 to General Order No. 27, which fixes the rates of pay for employees in the mechanical department, and I do not understand that there is any intention to distinguish between any employees because of their color. If you have any specific cases where men coming within the classification described in Supplement No. 4 are not receiving the wages specified therein, you should file report on each of the specific cases, so that the Director General will have complete information upon the subject.

I note in letter of March 5th to the Director General from President Robert L. Mays, a request "that all roads, through their foremen or other officials, give correct classification on payrolls, and the proper rate of pay as when helpers do mechanics work or skilled and semi-skilled workmen are classified on payrolls as common laborers, the pay to go with the job performed." It is my understanding that this is being done in accordance with the provisions of Supplements herewith enclosed, and if you have knowledge of specific cases where this is not being done, complete detailed statement in these cases should be filed with the Director General, so he may know the facts.

I note that in the petition request is made for annual transportation for the various classes of colored employees, and in reply to same will say that the Director General has issued no specific orders upon this subject, except it is understood that where a class of employees is organized on a system of railroad, the chairman and committeemen will be furnished transportation on that road in order to handle matters pertaining to the class of employees they represent, but I know of no rule being issued that transportation shall be granted to individual employees, this being left with the several railroads to follow the usual course. If you can explain in detail just the character of transpor-

tation you desire, and point out any discrimination, if there be such, it will furnish information upon which decision may be based. I note that in the petition request is made "that when any employee is discharged or pulled out of service, as the case may be, and upon due investigation of the case he is found not guilty of the charges against him, that he be reinstated in the service of the company and paid in full for every day which he has lost while the case was under investigation." The question of "discipline" and "grievances" for men in the maintenance of way department is covered in Article IX of Supplement No. 8. The same subject matter is covered in existing agreements with the shopmen's organizations for the mechanical trades. If cases have arisen where colored employees have been unjustly treated in the administration of discipline without a hearing, such cases should be carefully prepared, so the Director General will know just what the situation is.

I note in Mr. Mays letter of March 5th request is made for the maintenance of the same proportion of colored employees that existed when the Armistice was signed, and this matter will be referred to the Director General for his personal attention.

In the petition a request is made "that seniority shall rule where the older man is equally efficient". I understand from this that request is made for one seniority list for employees of a class, regardless of their color. If this is not correct, kindly advise.

In the letter from Mr. Mays, he asks "that as a means of better serving the great mass of Americans who use the coaches in traveling, colored men be employed in head-end service on all passenger trains." It is my understanding that in the Southeastern section of the Country practically all passenger trains are manned by "colored porters" who, under the provisions of Supplement No. 12 (copy of which I am herewith enclosing) are paid the same wages as passenger brakemen and flagmen. If Supplement No. 12 (herewith enclosed) is not being applied, so far as the wages of these men are concerned, I suggest that you carefully prepare a statement showing where this Supplement is not being applied.

Yours truly,

12 W. S. CARTER

(See next attached sheet)

P.S. - Since writing the foregoing, my attention is called to other correspondence coming to this office from Mr. Robert L. Mays, and I find on my desk certain complaints which I am going to take up with the Director of the Division of Operation at the first opportunity.

Form G-18

FILE NO.

UNITED STATES RAILROAD ADMINISTRATION

W. G. McADOO, DIRECTOR GENERAL OF RAILROADS

SUBJECT:

April 9, 1919

MEMORANDUM for Mr. M. Brice Clagett:

I hand you herewith my file No. E-38-11 which contains correspondence passing between the Director General and Mr. Robert L. Mays, President of the Railroad Men's International Benevolent Industrial Association (colored railroad employees), and Mr. W. L. Houston, who appears to be the Attorney of that organization, all of which has been referred to this Division for reply. Please note last attached letter in file which I have just written to Mr. Houston.

Mr. Houston's letter indicates that wage orders issued by the Director General are not being applied to colored men. If this is a fact, it is my opinion that the colored men have grounds for complaint. When we remember, however, that the especial reason for employing colored men on the Southeastern railroads has been to avoid the rates of wages payable to white men, we should not be surprised that wage orders are violated. If Mr. Houston now replies and shows that there are discriminations against colored employees (because of their color) in the application of wage orders, I agree with Mr. Houston that the Director General should take some steps to remedy the situation. Perhaps we had better wait, however, until we get complete information from Mr. Houston.

Mr. Carter Perhaps not further action is necessary until you get reply. MBC 4-11-19.

The attached file covers all the correspondence I have from these persons, and I am transmitting same for your information.

W. S. Carter

12

W S Carter

P.S.:- You will note that on page 3 of my letter to Mr. Houston I refer to his request concerning seniority of colored men. He appears to ask that the seniority list be made of both colored and white men for the same class of service. This appears to be the request of the white men in matters recently submitted to the Director General and Mr. Tyler.

W. S. Carter

UN[redacted]STRATION

DIRECTOR GENERAL OF RAILROADS

CHARLES MALONE

PENNSYLVANIA RAILROAD

SUBJECT: complaint of discrimination against a colored man on account of his race.

FILE NO. E-38-11-C

Volume No. _____

From _____

To _____

DIVISION OF LABOR

Index & file

Aug. 15, 1919.

B-39-11

FILE

Mr. Elisha Lee, Federal Manager,
Pennsylvania Lines East,
Philadelphia, Pa.

Dear Sir:

I am attaching copy of letter referred to this Division by the Director General's office under date of June 17, 1919, from Charles Malone, who states he has been working for the Pennsylvania Railroad at Morrisville, Pa., since July 5, 1917, as hostler, and who alleges he was dismissed May 8, 1919, and alleges discrimination account of being a colored man.

Will you please investigate this case and let me have the benefit of any information you may develop?

Yours truly,

H. P. Daugherty

Assistant Director.

encl.
11-RB

CC to Mr. C. H. Markham,
Regional Director.

COPY

2—5075

Form G-77

OFFICE OF DIRECTOR GENERAL OF RAILROADS

E-38-11

99506

DIVISION OF LABOR.

AMERICAN FEDERATION OF LABOR UNION.

JUN 18 1919

161 Old Rose Street,
Trenton, N. J., June 17, 1919.

JUN 18 1919

Railroad Administrator,
Washington, D. C.

Dear Sir:-

I, Charles Malone, have been working for the Pennsylvania Railroad at Morrisville, Pennsylvania, since July 5, 1917.

Mr. Bushpaum, the roundhouse foreman, hired me as a hostler. He asked me what I could do on the railroad; I told him that I was a hostler with 15 years' experience. He gave me a job, and in a few days he asked me to get him some more good colored men; that I would get hostler's wages to start with,- and he wanted some more men like me on the job. He said that my job would not be any less than what they were paying the hostlers, and he would continue to increase my wages.

So I worked in the daytime at that time, and recruited men for them at night. Then the Italians were leaving to take other jobs at more money. He then placed me as foreman on the job, to teach these colored men; so I did so, and had a crew of good hostlers, giving good satisfaction.

Then later, the work got scarce and the Italians came back. The colored men were thrown out of jobs. This happened three times since July 5, 1917, and each time I had to get a new crew of colored men to take care of the horses. They only left me one colored man. I continued hostlering after the last time they removed the men. They put me back at the same work I did at first. So I worked until May 8, 1919. Then the Foreman of the Brotherhood of Locomotive Engineers came to take applications of all the hostlers and said that they must belong to the Brotherhood. He demanded $3.00 with the application from all the hostlers. I sent my $3.00 in with all the Italians. The next morning he brought my $3.00 back, and told me he wouldn't take me because I was a colored man. The same night, when I went to work, the boss told me that he was sorry, that I had been a good man on the job, that he didn't want a better man to work; but the Brotherhood of Engineers ordered him to move me, and not to allow me to move an engine; that the war was over, and they could get plenty of men now, and men of any Nationality could belong to the Brotherhood excepting the colored men.

Now, we are American citizens the same as anyone else; we are taxpayers; we do our bit and protect the American flag. We are good on the battlefield, and we want to know why we cannot be good here. All other foreigners have the rights but us. This committee is waiting to hear from you regarding this treatment.

George Bard, George Walker, Ben Franklin, John Wilson, Charles Malone.
Committee.

P.S.

I wish to state that they have paid off back money from January 1, 1919, to the hostlers, but refused to pay me, and I have made more time as a hostler in 1919 than anybody on the job. I asked the boss why I hadn't got mine; he said he didn't think that the company intended to pay me any. Two days later he said I wouldn't get any, because I was hired as a hostler and was discriminated against by being a colored man.

Sir My Wages have been cut from 52 cts an hr. Back to 43 cts per hr. since they made me fireman the Hostlers. Yours Charlie Malone 161 old Rose St

Trenton N.J.

99506

June 18, 1919.

Dear Sir:

This will acknowledge receipt of your letter of the 17th inst. with regard to your being laid off from a position as hostler for the Pennsylvania Railroad through the effort of the Brotherhood of Locomotive Engineers.

Your letter is being referred to Mr. W. S. Carter, Director, Division of Labor, for attention.

Sincerely yours,

(Signed) M. B. C.

Charles Malone,
161 Old Rose Street,
Trenton, N. J.

C*W

E-38 11

106468

AMERICAN FEDERATION OF LABOR UNION.

DIVISION OF LABOR.

OFFICE OF DIRECTOR GENERAL OF RAILROADS

161 Old Rose Street,
Trenton, N. J., July 29, 1919.

JUL 30 1919

Railroad Administrator,
Washington, D. C.

Dear Sir:-

I, Charles Malone, have been working for the Pennsylvania Railroad at Morrisville, Pennsylvania, since July 5, 1917.

Mr. Bushpaum, the roundhouse foreman, hired me as a hostler. He asked me what I could do on the railroad; I told him that I was a hostler with 15 years' experience. He gave me a job, and in a few days he asked me to get him some more good colored men; that I would get hostler's wages to start with,- and he wanted some more men like me on the job. He said that my job would not be any less than what they were paying the hostlers, and he would continue to increase my wages.

So I worked in the daytime at that time, and recruited men for them at night. Then the Italians were leaving to take other jobs at more money. He then placed me as foreman on the job, to teach these colored men; so I did so, and had a crew of good hostlers, giving good satisfaction.

Then later, the work got scarce and the Italians came back. The colored men were thrown out of jobs. This happened three times since July 5, 1917, and each time I had to get a new crew of colored men to take care of the horses. They only left me one colored man. I continued hostlering after the last time they removed the men. They put me back at the same work I did at first. So I worked until May 8, 1919. Then the Foreman of the Brotherhood of Locomotive Engineers came to take applications of all the hostlers and said that they must belong to the Brotherhood. He demanded $3.00 with the application, from all the hostlers. I sent my $3.00 in with all the Italians. The next morning he brought my $3.00 back, and told me he wouldn't take me because I was a colored man. The same night, when I went to work, the boss told me that he was sorry, that I had been a good man on the job, that he didn't want a better man to work; but the Brotherhood of Engineers ordered him to move me, and not to allow me to move an engine; that the war was over, and they could get plenty of men now, and men of any Nationality could belong to the Brotherhood excepting the colored men.

Now, we are American citizens the same as anyone else; we are taxpayers; we do our bit and protect the American flag. We are good on the battlefield, and we want to know why we cannot be good here.

All other foreigners have the rights but us. This committee is waiting to hear from you regarding this treatment.

George Hard,
George Walker,
Ben Franklin,
John Wilson,
Charles Malone,

Committee.

P.S.

I wish to state that they have paid off back money from January 1, 1919, to the hostlers, but refused to pay me, and I have made more time as a hostler in 1919 than anybody on the job. I asked the boss why I hadn't got mine; he said that he didn't think the company intended to pay me any. Two days later he said I would'nt get any, because I was hired as a hostler and was discriminated against by being a colored man.

We are still waiting to hear from you. The Pennsylvania Railroad Company are still holding on to my money and won't pay me. They have damaged me over Two thousahd dollars. I have a farm in Pensacola, Florida I was going to run this year, 1919, but was advised by my boss at the Pennsylvania roundhouse that I would not be removed from my job and would soon have an increase in wages and get all of my back money. That was Mr. Bushbaum, the man that hired me. Since then Mr. Brouse has taken his place at the Morrisville roundhouse. Mr. Bushbaum was removed to Phillipsburg. Now, Mr. Brouse says that Mr. Bushbaum hired me as a laborer. I can prove by over 300 men, that I have never worked as a laborer since I have been on the job. I was the only examining hostler that was on the job since 1919. Over half of the Italians that are at the pit now I can prove that they were hired as laborers and did work as laborers. Since then they were made hostlers and got all their back money and still got their jobs. Mr. Bushbaum hired me on the agreement that I was not to get less than hostler's wages. Now, they have cut my wages from 52¢ back to 42¢, and that is not enough for me to live on. Since they have taken all of the colored men away from the pit, all of them are writing for their back money, as everybody has gotten it but the colored men; they write to me because I was foreman at the pit at the time. I went to see Mr. Ott, and he said if Washington said to pay me, that he would have paid me; but he could not do anything until Washington answered this letter.

Dear sir, I wish you would please answer at once, because my home is in Florida, and I want to go back where I can run my farm. They are damaging me every day they hold me out of my money. Please answer and tell us what to do about the back money of the rest of the men who worked under me at the pit. If you want any proof to my statement, I will be glad to show you who is wrong and who is right.

Charles Malone,
161 Old Rose Street,
Trenton, N. J.

106468

July 30, 1919.

Dear Sir:

Permit me in behalf of the Director General to acknowledge your letter of July 25th relative to your being held out of service by the Pennsylvania Railroad; also regarding some back pay which you feel to be due you.

Your letter is being referred to Mr. W. S. Carter, Director, Division of Labor, for attention.

Sincerely yours,

(Signed) M. B. G.

Mr. Charles Malone,
161 Old Rose Street,
Trenton, N. J.

C*W

E-38-11

July 31, 1919.

Mr. Charles Malone,
161 Old Rose Street,
Trenton, N.J.

Dear Sir:

This will acknowledge receipt of your letter of July 29th, with reference to back pay you claim to be due you as hostler.

Please be advised that I am taking your complaint up with the Federal Manager.

Yours truly,

J. A. Franklin

FILE COPY

Form G-77 7-RMB

Index + 97

E-30-11

July 31., 1919.

Mr. Elisha Lee,
Federal Manager,
Pennsylvania R.R., Lines East,
Philadelphia, Pa.

Dear Sir:

I am enclosing herewith copy of complaint received from Charles Malone, with reference to back pay.

Will you please investigate and advise me your findings?

Yours truly,

J. A. Franklin

FILE

COPY

Form G-77 Enc. 7-Rmb

2—8575

Inq. 6 5 2 1919

UNITED STATES RAILROAD ADMINISTRATION
DIRECTOR GENERAL OF RAILROADS

PENNSYLVANIA RAILROAD, EASTERN LINES
WEST JERSEY & SEASHORE RAILROAD
PHILADELPHIA & CAMDEN FERRY LINE
NEW YORK, PHILADELPHIA & NORFOLK RAILROAD
BALTIMORE, CHESAPEAKE & ATLANTIC RAILROAD
MARYLAND, DELAWARE & VIRGINIA RAILROAD
HUNTINGDON & BROAD TOP MOUNTAIN RAILROAD

OFFICE OF FEDERAL MANAGER

B

ELISHA LEE
FEDERAL MANAGER

BROAD STREET STATION
PHILADELPHIA

August 14, 1919.

DIVISION OF LABOR

E-38-11

AUG 15 1919

Mr. J. A. Franklin, Assistant Director,
Division of Labor,
United States Railroad Administration,
Washington, D. C.

Dear Sir:

Replying to your letter of July 31st, enclosing copy of letter from Charles Malone, 161 Old Rose Street, Trenton, N. J., dated July 29th, relative to question of back pay:

This man was employed as Laborer at West Morrisville Enginehouse, July 3, 1917, and has filled the positions of Ashman and Locomotive Preparer, being carried on the payrolls at the present time, as Locomotive Preparer at the rate of 43¢ per hour.

His service record is as follows:

July 3, 1917	employed as Laborer	23¢ per hour
October 1, 1917	transferred to Ashman	23¢ per hour
March 1, 1918	transferred to Laborer	25¢ per hour
May 1, 1919	transferred to Locomotive Preparer.	43¢ per hour.

During the period of the War he was used temporarily as a Hostler on account of the shortage of labor. About December 1, 1918, conditions at West Morrisville Enginehouse became somewhat serious and Malone requested permission of the Enginehouse Foreman to bring in six colored men to act as Fire Cleaners, which he was permitted to do, and he was placed in charge of these colored men at Gang Leader's rate. Shortly after January 1, 1919, conditions improved at that point, and it was found that the work could be handled in a satisfactory manner with twelve men instead of twenty-one men, and the men who were junior in the service were dropped. Malone was retained and was used as a temporary Hostler. He has not performed the services of Hostler, however, since May 20, 1919.

Arrangements have been made to allow him back pay at Hostler's rate for the time he filled the position of Hostler.

Yours very truly,

Elisha Lee

E-38-11

August 18,1919

FILE

Mr. Elisha Lee,
Federal Manager, Pa.RR Eastern Lines,
Philadelphia,Pa.

Dear Sir:

I wish to thank you for your favor of Aug. 14,1919 with reference to claim of Charles Malone, 161 Old Rose St., Trenton,N.J. for back pay.

Yours truly,

J. A. Franklin

COPY

7-AR

Form G-77.

2—8076

Inq. 6 5 2 1919

UNITED STATES RAILROAD ADMINISTRATION
DIRECTOR GENERAL OF RAILROADS

PENNSYLVANIA RAILROAD, EASTERN LINES
WEST JERSEY & SEASHORE RAILROAD
PHILADELPHIA & CAMDEN FERRY LINE
NEW YORK, PHILADELPHIA & NORFOLK RAILROAD
BALTIMORE, CHESAPEAKE & ATLANTIC RAILROAD
MARYLAND, DELAWARE & VIRGINIA RAILROAD
HUNTINGDON & BROAD TOP MOUNTAIN RAILROAD

OFFICE OF FEDERAL MANAGER
BROAD STREET STATION
PHILADELPHIA

ELISHA LEE
FEDERAL MANAGER

DIVISION OF LABOR.

E. 38-11-C

SEP 3 1919

August 30, 1919.

Mr. H. P. Daugherty, Asst. Director,
Division of Labor, Washington, D. C.

Dear Sir:

Replying to your letter of August 15th, regarding complaint of Charles Malone of alleged discrimination against him on account of being colored:

We explained this case thoroughly under date of August 14th to Mr. J. A. Franklin. We attach, hereto, copy of our communication.

Yours very truly,

Elisha Lee

Look for letter Plus' Aug 15 in the Labor Inq file

Form 1-d

UNITE[redacted]ATION

DIRECTOR GENERAL OF RAILROADS

THE NATIONAL BROTHERHOOD WORKERS
OF
AMERICA

Lewis H. Brown, President.

SUBJECT: General Correspondence on colored employes, members of the National Brotherhood Workers of America.

FILE No. 3-38-11-8

Volume No. _____

From _____

To _____

DIVISION OF LABOR

PATENTS
TRADE MARKS
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LABOR

PHONE. MAIN 10119
JOSEPH H. STEWART
ATTORNEY AT LAW
494 LOUISIANA AVE., N. W.
WASHINGTON, D. C.

LAND OFFICE
PRACTICE.

June 5th, 1919.

JUN 5 1919

Lymon Delano
Wil 76
BSW

To the Director of Labor
United States Railroad Administration,
Washington, D. C.

Dear Sir:-

We, a committee from the " National Brotherhood Workers of America " respectfully present on behalf of our men employed at the Atlantic Coast Line Shops at West Jacksonville, Florida, their request for back pay as allowed in General Order No. 27, Section F paragraph 9, and in Supplement No. 7, to General Order No. 27, Article 5, Section (a).

1. The following are the names of the men who were employed at the Atlantic Coast Line Shops at West Jacksonville, Florida on January 1st, 1918 and are still employed there, namely, Day Crew as follows: John Chapman, Mack Wilson, W. L. Marion, Georgeni Williams, Moses Bryant, George King, W. M. Lee, Jas. S. Curry, M. Mack, and H. MacMillan. Night Crew as follows: W. M. Blair, A. B. Chaney, Joe Johnson, A. L. Jones, S. Johnson and Snider Bell.

2. On the first day of January 1918, the above named men who are Coal Chute men and Cinder Pit men, were receiving sixteen cents per hour, they did not receive the minimum pay of thirty-one cents per hour until April 1st, 1919. They are required to work overtime for which they do not receive pay and they have had the matter reported to the local management at various times but they have failed to receive consideration.

These men have purchased United States Liberty Bonds and War Savings Stamps out of their earnings and they have made many sacrifices in order that they might be able to aid the United States Government in winning the war.

We respectfully request that the question of back pay due the above named men be investigated and that an order be issued directing that the back money found to be due them be paid in compliance with General Order No. 27 and the Supplements subsequently issued thereto.

It is earnestly hoped that you will give us an early and favorable reply to this request for investigation.

Very respectfully,

Joseph H. Stewart
Edward D. Thompson
L. H. Brown

Committee from National Brotherhood Workers of America Inc.

June 6, 1919.

Mr. Joseph H. Stewart,
Attorney at Law,
494 Louisiana Ave., N.W.,
Washington, D.C.

Dear Sir:

This will acknowledge receipt of your letter of June 5th, which you left at the office, presenting claim of the International Brotherhood Workers of America, employed on the Atlantic Coast Line Railroad in the shops at W. Jacksonville, Florida, that they have not been properly classified by the wage orders, and have not received the correct rate and back pay, these men being employed as coal chute and cinder pit men.

This is to advise that we are today taking this complaint up with the Federal Manager for investigation as to why wage orders had not been properly applied, and just as soon as our investigation has been completed, you will be advised.

Yours truly,

J. A. Franklin

FILE COPY

Form G-77.

S-RMB

E-38-11

June 6, 1919.

FILE COPY

Mr. Lyman Delano,
Federal Manager,
A.C.L. Railroad,
Wilmington, N.C.

Dear Sir:

I am attaching hereto copy of letter signed by Joseph H. Stewart, Edward D. Thompson and L. H. Brown, a committee representing the Nationalional Brotherhood Workers of America, who present the claim of the colored coal chute and cinder pit men, employed in the Atlantic Coast Line Shops at W. Jacksonville, Florida, which is self-explanatory.

You will note this committee claims that the employes referred to did not receive the rates of pay provided under Supplement No. 7, until April 1, 1919, and have not received back pay covering the difference between what they received, and than provided for under Supplement No. 7 from September 1st to April 1st, 1919, and I would kindly ask that you have this complaint investigated, and advise.

Yours truly,

J. A. Franklin

Enc.
S-RMB

Form G-77.

UNITED STATES RAILROAD ADMINISTRATION
DIRECTOR GENERAL OF RAILROADS

FORM-703

E-38-11

ATLANTIC COAST LINE RAILROAD.

OFFICE OF FEDERAL MANAGER.

LYMAN DELANO,
FEDERAL MANAGER.

WILMINGTON, N.C. July 7th, 1919-s

DIVISION OF LABOR
JUL 11 '919

Mr. J. A. Franklin,
Assistant Director, Division of Labor,
Washington, D. C.

Dear Sir: --

Replying to your favor of the 6th in regard to claim of Joseph H. Stewart, Edward D. Thompson and L. H. Brown, as to payment of coal chute men under General Order No. 27 and Supplement No. 7:

The facts do not correspond with the statements made in their letter of June 5th. The rate of these men in December 1915, was 14-1/2 cents per hour and their rate January 1st, 1918, was 17 cents. Under General Order 27 they were increased to 24-1/4 cents per hour and received back pay accordingly from January 1st, 1918, to May 31st, 1918, as shown on the attached statement. Bryant, Mack, Johnson and Jones were not allowed back pay for the reason that the first three named left the service of their own accord prior to the issuance of General Order 27 and Jones entered the service subsequent to the issuance of General Order 27.

Under Supplement No. 7 the rate of pay of these men was further increased to 31 cents per hour, effective September 1st, 1918, and their claim that they were not allowed this rate until April 1st, 1919, is erroneous. These men are on duty 12 hours per day, and are paid overtime at pro rata for the ninth and tenth hours and at time and one-half for the eleventh and twelfth hours.

Yours truly,
Lyman Delano
Federal Manager-

UNITED STATES RAILROAD ADMINISTRATION
W. G. McADOO, DIRECTOR GENE[illegible] OF RAILROADS

FORM-392

ATLANTIC COAST LINE RAILROAD [redacted]

Moncrief, Fla. June 18th, 1919-bf

NAME	Jan. 1918	Feb.	March	Apr.	May 1918
Jno. Chapman	26.97	22.62	26.97	16.97	11.35
M.Wilson		22.62	22.62	14.91	13.77
W.L.Marion				7.65	14.52
Geo. Williams				7.65	14.55
M.Bryant	----	-----	----	---	----
Geo.King	25.31	10.44	25.59	16.31	13.73
Wm.Lee	26.97	24.36	17.40	12.83	13.17
Jas.Curry				16.95	14.79
M.Mack	-----	-----	-----	-----	-----
H. McMillan	22.62	20.88	24.36	10.26	10.11
Wm. Blair	26.97	23.49	26.97	16.44	15.85
A.B. Cheney	22.77	24.36	26.10	15.69	14.83
Joe Johnson	-----				
A.L.Jones	-----				
S. Johnson	8.93	21.75	12.18	-----	-----
Sumner Bell	25.23	23.49	26.87	17.46	15.85

July 8, 1919

FILE

Mr. Joseph H. Stewart,
494 Louisiana Avenue,
Washington, D.C.

Dear Sir:

With further reference to the claim of the colored coal chute and cinder pit men on the A. C. L. shops at N. Jacksonville, Florida, I beg to advise that this matter is pending with the Federal Manager, and as soon as I have anything definite to advise you will hear from me.

Very truly yours,

J. A. Franklin

Y-TWS

COPY

2—8675

Form G-77.

E-38-11

FILE

July 9, 1919

Mr. L. H. Brown, President
Nat'l Brotherhood Railroad
Workers of America,
609 F St., N.W.,
Washington, D.C.

Dear Sir:

With further reference to the claim of the colored coal chute and cinder pit men on the A. C. L. shops at W. Jacksonville, Florida, I beg to advise that this matter is pending with the Federal Manager, and as soon as I have anything to advise you will hear from me.

Very truly yours,

J. A. Franklin

COPY

2-mwa

Form G-77.

2—8675

Together We Stand! Divided We Fall!

The National Brotherhood Workers of America

Executive Officers

Lewis H. Brown .....President
Sidney Bert.....Fin. Secretary
Jeannette Carter..Cor. Secretary
Jas. B. Wilkerson..... Treasurer

609 F STREET, NORTHWEST
ROOM 102
PHONE FRANKLIN 5667
WASHINGTON, D. C.

Executive Council

Edw. Watts....1st Vice President
J. E. Thompson....2nd Vice Pres.
Hugh Porter. 3rd Vice President
Edw. D. Thompson. 4th Vice Pres.
Nelson Murphy....5th Vice Pres.
Walter Green..... 6th Vice Pres.
S. J. Jordan,..... 7th Vice Pres.
Joseph H. Stewart
Jeannette Carter, E T. Fergerson
Edward D. Thompson
Sidney Bert, J. B. Wilkerson
Walter Green

E-38-11

July 11, 1919.

Mr. J. R. Franklin,
Division of Labor,
Interstate Commerce Bld'g,
Washington, D. C.

Dear Sir:

Yours of the 9th instant received, very glad to have the information contained therein concerning the men who were referred to your office, and who are working in the Atlantic Coast Line Shops at West Jacksonville, Fla. I noted in your letter that you said that these matters had been taken up with the Federal Manager of that Railroad Company, and of which we are very glad. We hope for a speedy consideration to the extent that the men may know just what they are entitled to. It would be quite a relief to get this information.

Respectfully yours,

Lewis H. Brown

LHB-RMJ.

DIVISION OF LABOR.

JUL 12 '19

July 18, 1919.

E-38-11

FILE

Mr. Lyman Deland, Federal Manager,
Atlantic Coast Line Railroad,
Wilmington, N.C.

Dear Sir:-

This will acknowledge receipt of your letter of July 7th, regarding claim of Joseph H. Stewart, Edward D. Thompson and L. H. Brown, as to payment of coal chute men under General Order 27 and Supplement 7.

Thanking you for the information contained therein,

I am,

Very truly yours,

J. A. Franklin

7-HES

COPY

Form G-77

2—8075

July 18, 1919.

E-38-11

FILE COPY

Mr. Joseph H. Stewart,
Attorney at Law,
494 Louisiana Ave.,N.W.,
Washington, D.C.

Dear Sir:-

With further reference to your letter of June 5th, presenting claim of the International Brotherhood Workers of America employed on the Atlantic Coast Line R.R. in the shops at W. Jacksonville, Fla., that they have not been properly classified by the wage orders and have not received the correct rate and back pay, these men being employed as coal chute and cinder pit men; beg to advise that investigation shows the following:

The rate of these men in December 1915, was 14-½ cents per hour and their rate January 1, 1918, was 17 cents. Under General Order 27 they were increased to 24-¼ cents per hour and received back pay accordingly from January 1, 1918, to May 31, 1918, as shown on attached statement. Bryant, Mack, Johnson and Jones were not allowed back pay for the reason that the first three named left the service of their own accord prior to the issuance of General Order 27 and Jones entered the service subsequent to the issuance of General Order 27. Under Supplement No. 7 the rate of these men was further increased to 31 cents per hour, effective September 1, 1918, and their claim that they were not allowed this rate until April 1, 1919, is erroneous. These men are on duty 12 hours per day and are paid overtime at pro rata for the ninth and tenth hours and at time and one-half for the eleventh and twelfth hours.

Form G-77

Trusting the above information will make the matter clear to you, I am,

Very truly yours,

P. A. Franklin

7-HES

E-384

Office of

THE NATIONAL BROTHERHOOD WORKERS OF AMERICA,

609 "F" Street, N. W.
Washington, D. C., August 4, 1919.

DIVISION OF LABOR.
AUG 5 1919

Mr. W. S. Carter,
Director, Division of Labor,
Interstate Commerce Building,
Washington, D. C.

Dear Sir:

About a month ago I, Joseph H. Stewart, Edward D. Thompson, and Lewis H. Brown, presented a claim to your office with reference to a grievious matter which affected the following named men, working at the Jacksonville, Fla. Terminal, in the capacity of Carmen:

Eugene Mitchell	Joe Crumbly
	Floyd Maxwell
James Macdonald	J. H. Smith
Abe Morgan	Sam Jenkins
Charlie Hudson	Archer Blue
Douglass Boseman	Steve Seamon
John Minten	E. D. White
Stutson Wiggen	Lonnie Kennedy
Henry Johnson	George Fisher
T. M. Cumming	
Jack Cumming	

I beg leave to again call your attention to this matter, for adjustment. The matter that we now refer to has been referred back to us, with a statement from these men that they had received a portion of the money allowed them in accordance with the wage order of Supplement #4 to General Order 27, but with their own personal knowledge, they have not been fully paid for time made by them from January 1st 1918 up until the time they were paid in May 1919, so we respectfully request your Honor, that you would again have this matter investigated as per the claim made by these men.

Respectfully yours, Lewis H. Brown
Edward D. Thompson

E-38-21

September 6,1919

FILE

Mr. Lewis H. Brown,
609 F St.,N.W.,
Washington,D.C.

Dear Sir:

This will acknowledge receipt of your letter of August 4th addressed to Mr. W. S. Carter with regard to claim you presented to this office something over a month ago.

Under date of July 18th I wrote to Mr. J.H.Stewart as per copy attached which I believe takes care of the matter you are concerned with.

Yours truly,

J.A. FRANKLIN

COPY

7-AR

Form G-77

3—8675

OFFICE OF

THE NATIONAL BROTHERHOOD WORKERS OF AMERICA,

609 "F" Street, N. W.,
Washington, D.C., August 4, 1919.

DIVISION OF LABOR.
AUG 5 1919

Mr. W. S. Carter,
Director Division of Labor,
Interstate Commerce Building,
Washington, D. C.

Dear Sir:

The Oilers employed at the Jacksonville, Fla., Terminal are wprking part time as Mechanics. Such as inspecting brass, journals and renewing brass on stop-over trains and all through trains, and assist the Inspector to re-brass the cars, and at other times, they perform the work themselves. In accordance with Section 6 of Supplement #4 to General Order 27, they should be classified as Mechanics and should rceive Mechanics rates. This rate should be retroactive to January 1st 1918, as they were doing this work prior to application of Supplement 4, and have continued to do the same work since. Further the Oilers are inspecting and re-brassing journals, and the officials of that Company claim that this work is a part of the oilers' duties. In view of this, and in order to have a clear interpretation of what an oiler's duties are, we request a decision clearly defining the work to be done by an oiler.

Thanking you, I am,

Respectfully yours,

Lewis H. Brown
Edward D. Thompson

September 6, 1911

FILE

Mr. Lewis H. Brown,
609 F St., N. W.,
Washington, D.C.

Dear Sir:

This will acknowledge receipt of your letter of August 4th addressed to Mr. W. S. Carter with regard to your contention that oilers employed in Jacksonville Terminals really are mechanics.

The question involved appears to be a matter of classification and I would suggest that you endeavor to straight-en it out with your superior officer of the railroad. If you are unable to do this with him personally, then I would suggest that you handle through your organization and committee representing same on the road, that is if you are a member of an employees' association, and failing in this, then I would suggest that you request your superior to join you in the preparation of a joint statement of facts in line with the provisions of Supplement No.6 to General Order 27, copy attached. Upon receipt of such a statement in this office the matter will have proper attention and a decision be rendered.

Yours truly,

J. A. FRANKLIN

COPY

Form G-77

7-AR

OFFICE OF

THE NATIONAL BROTHERHOOD WORKERS OF AMERICA,

609 "F" Street, N. W.,
Washington, D. C., August 4, 1919.

DIVISION OF LABOR.

AUG 5 1919

Mr. W. S. Carter,
Director Division of Labor,
Interstate Commerce Building,
Washington, D. C.

Dear Sir:

E. D. Thompson, Vice President NATIONAL BROTHERHOOD WORKERS OF AMERICA, and Lewis H. Brown, President, respectfully present a grievious complaint of the Car Cleaners and their Foreman, working at the Jacksonville Terminal, Jacksonville, Fla., of which these men claim that they are unjustly treated in accordance with the wage order #4 to General Order 27. These men are getting 28 cents per hour. They understand through the wage order that the minimum rate is divided into three distinct classes; Thirty-nine and one-fourth cents and Thirty-seven and one-half, and Thirty-six and one-fourth, and the maximum; Forty-three cents, which it is claimed by the men that this increase should have been given them on January 1, 1918, but so far they have failed to get the increase as allowed by the wage order, or the back time to which they claim they are justly entitled. We respectfully request that your Honor will have these matters investigated, that the men may get this compensation for the time made by them. They also claim time and half for Sunday and Holiday

Thanking you in advance, I am,

Respectfully,

Lewis H. Brown

Edward D. Thompson

Index & R.F.

September 6,1919

FILE

E-38/11

Mr. Lewis H. Brown,
609 F St.,N.W.,
Washington,D.C.

Dear Sir:

This will acknowledge receipt of your letter of August 4th with regard to the rate of pay car cleaners should receive.

I attach hereto a copy of addendum to Supplement No.4. Should, however, any injustices in or misapplications of the wage orders arise, I would suggest that they endeavor to handle this matter personally with their superior officers in the employ of the railroad and failing a personal settlement, that the matter be handled through their organization. Failing in this then I would suggest that a joint statement of facts be prepared in accordance with the provisions of Supplement No.6 to General Order 27 copy attached, such statement to be signed by employees and their representatives as well as by the railroad officials and forwarded to this office. Upon receipt of such a statement in this office the matter will have prompt attention and an adjustment be effected.

Yours truly,

W.M.FRANKLIN

COPY

Form G-77

7-AR

2—8575

make file
Just encl
or other
employees
Jim B

Form L-1

UNIT[redacted]RATION

DIRECTOR GENERAL OF RAILROADS

W.T. TYLER

TRINITY & BRAZOS VALLEY R.R.R

SUBJECT: Anonymous letter asking for better porter service on the T.& B.V.R.R.

FILE No. E-38-11-2

V

Volume No. _____

From _____

To _____

DIVISION OF LABOR

E-38-11

UNITED STATES RAILROAD ADMINISTRATION

Sept. 15, 1919.

Mr. W. T. Tyler:

FILE

I am attaching hereto copy of letter making suggestions in regard to the convenience of a colored porter in helping passengers on and of the trains at Hubbard, Texas, on the Trinity and Brazos Valley Railroad. I am sending this to you for such action as may be necessary.

W. S. Carter.

COPY

Form G-77

2—8575

UNITED STATES RAILROAD ADMINISTRATION

DIRECTOR GENERAL OF RAILROADS

WASHINGTON

E-38-11

DIVISION OF LABOR
W. S. CARTER, DIRECTOR

RAILWAY BOARD OF ADJUSTMENT No. 2
ROOM 702, SOUTHERN RAILROAD BUILDING

E. F. POTTER, CHAIRMAN
G. W. PRING, VICE CHAIRMAN

A. C. ADAMS
G. M. BUGNIAZET
H. J. CARR
OTTO E. HOARD
F. H. KNIGHT
W. S. MURRIAN
W. H. PENRITH
E. A. SWEELEY
R. J. TURNBULL
G. C. VAN DORNES

September 10, 1919.

DIVISION OF LABOR
SEP 12 1919

Mr. W. S. Carter,
Director, Division of Labor,
Interstate Commerce Commission Bldg.,
Washington, D. C.

Dear sir: -

Please note enclosed letter, not signed, received by this Board, which is forwarded to you for such attention as you may deem necessary.

By order of the Board.

Yours very truly,

Geo. W. Pring
Chairman.

RAILWAY BOARD
OF
ADJUSTMENT No. 2
SEP 8 1919

Hubbard Texas
Dear Sir I Write
Pleas see to it that the
Trenity and Bra
Vallie Rail road Company
will put on A Ballored
poter to help our people
in And of the train.
It is A Shame to see
our women and children
pull and Clim up on the
train with out the Aid of
Any one Not A step put out
to Aid them Pleas make them
do something or get another
crew

Another request
For your Consideration
Plea see to it that our
Express have prompt
attenchon and the
Collored setting room
will not be a place
for all kind of junk
I have seen small crats
of Chickens in the collored
sitting room. I wish you
would send and insbector
here one that they dont
know and let him stay a
here three or four dayes and
see how they treat us we
will pay his expence

And should we say any
thing they would say the negroes
is risen And possibly some
one get kill The
Collored peoble dont
need these official you
got here

Form L-1

UNITED [redacted] ATION

DIRECTOR GENERAL OF RAILROADS

Frank Malone.

Mobile & Ohio Railroad.

FILE NO. E-38-11-22

SUBJECT: Correspondence regarding claim of Mr.Frqnk Malone against the Mobile & Ohio Railroad for backpay.

Volume No. _____

From _____

To _____

DIVISION OF LABOR

96187

E 38-71

OFFICE OF DIRECTOR GENERAL OF RAILROADS

Whistler Ala. May 26-19

DIVISION OF LABOR.

Mr. Walker D. Hines
Director General of R. R.
Washington D. C.

MAY 29 1919

MAY 29 1919

Dear Sir.

Will you please tell what course to pursue in order to get my proper rating also to get what Back time is due me.

I am a Colored man & am working in the M & O Shops at Whistler & have been a metal worker, in the Sheet metal department for the past 12 years. Such as babbating Brass, Crosshead Excentrix Straps in fact babbiting Everything. Since 19th day of August 1918 the foreman took me off the job & put a 68¢ per hour man on the job. I have been doing this class of work for

12 years. I was doing same
when General order #27
went into Effect also after
Supplement #4 went into
Effect. Please advise me what
to do in order to get my back
time also proper Rating at
68¢ per Hour.
Thanking you in advance for
what Everyer Information that you
may Give in Return. as I am a
Poor man with wife & Several
Children depending on me for Support.

Yours for Business

Frank. Malone.

Whistler. Ala.

Mobile County.

96187

May 29, 1919.

Dear Sir:

This will acknowledge receipt of your letter of the 26th instant, to the Director General, requesting assistance in obtaining rate at 68¢; also your back pay for work in connection with babbitting bearings for locomotives on the Mobile & Ohio Railroad.

Your letter is being referred to Mr. W. S. Carter, Director, Division of Labor, for attention.

Sincerely yours,

(Signed) M. B. C.

Mr. Frank Malone,
Whistler, Ala.

X C-L

June 3, 1919.

File R-38-Z1

Mr. Frank Malone,
Whistler, Ala.

Dear Sir:

This will acknowledge receipt of your letter of May 26th, addressed to the Director General, and referred to this Division for reply, with reference to back pay and rating.

The question involved in your communication appears to be a matter of classification, and I would suggest that you try to straighten it out with your superior officer of the railroad. If you are unable to do this with him personally, then I would suggest that you handle through your organization and committee representing same on the road; that is, if you are a member of an employes' organization. Failing in this, then I would suggest that you request your superior officer to join you in the preparation of a joint statement of fact, in line with the provisions of supplement No. 6 to General Order No. 27, copy attached. On receipt of such statement in this office the matter will have further attention.

With reference to back pay, statement as suggested above can cover this as well, providing it is incorporated.

Yours truly,

Form G-77.

J. A. Franklin

Enc.
7-RMB

FILE COPY

INTERNATIONAL BROTHERHOOD OF STATIONARY FIREMEN AND OILERS

AFFILIATED WITH THE AMERICAN FEDERATION OF LABOR

DIVISION OF LABOR

ADDRESS OF WRITER

Local No. 166 of Mister Ala 7-17- 1919

Mr H. S. Carter E-38-H

Dear Sir

I am writing you again in regards of 2 of our members in our local Union Namely C. T. Emerson and Frank Malone these men according to your Supplement has bin injustley Treated Frank Malone has bin in the Service of the Mobile & Ohio R R company as Brass Filler for Eleven years and when Mr McAdoo said in his Supplement that when a man served so many year in such a place and did the work he was intitle to hight Rates of Pay then this man was moved and did get any Back Pay Calvin Emmerson has served 6 year as air hose Repair and on the 1st day of July 1919 he was move and a white man put in his place and given the rates of 58 cts Per hour do you think that is complying with the Supplement or do you think that is only ways just we ask write I am appealing to you for Justice

We have taken the matter up with the Superiour officers of the Rail Road for a joint Statement of Facts and they will not give it

So you are the Proper man to adjust this Will you kindely take up the matter

These two men has not received any fact from us as the Orders

You will Please write me at once on this matter

Yours Tax

Th H Shibany

July 22, 1919.

E-38-1

FILE

Mr. W. S. Shopman,
C/O Local No. 106
International Brotherhood of Stationary Firemen and Oilers,
Whister, Ala.

Dear Sir:

This will acknowledge receipt of your letter of July 17th to Mr. W. S. Carter. If you will advise me just where Emerson and Malone were employed on the Mobile and Ohio Railroad, and who their superior officers were, I will be able to take up the question of their removal, provided you can assure me the grievance committee has refused to handle the case.

Yours truly,

J. A. Franklin

7-AGH.

COPY

Form G-77

2—8675

ANSWERING LETTER OF .....
WHICH WAS RECEIVED .....

E 38 - H

AMERICAN FEDERATION OF LABOR

Whistler Local UNION
NO. 116
Whistler Ala 7-27 1919

Mr H. S. Carter Director

Dear Sir

This will informe you I recieved your letter concerning what I asse you about some of our men Namely Frank Malone this man was Class Brass Filler for Eleven years and June the 11-1918 he was change with out his Solage as common lafor and when he found it out he protested agoinst it and our greviance committi to law the matter up with the Master Mechanic and he had him class as Street mate Porter Keeper and he claims he was class common Lafor when the raise was adjusted and for that reason he was not intitee to any back pay Mr Carter you know that is to unjust when your Supliment intitles him to his back pay we have did every thing you told us to do and the Officials will not give us any justice at all so we is appealing to you for justice and we belive you will give us what is due us as colored

Mr Carter Frank Malone
Taken the matter up with the superior Officers
as you Directed and the grevience Committee
taken up the matter too with the Superior Officers
and the Officers told them that they would not listen at
you Nigers. we dont recognise you Nigers as a union
committee and for you Nigers not to father us any
more and good as to say get out of our Office
Frank Malone is employed in the New Shop
of the Mobile & Ohio R.R Shop at Whistler Ala
Mr Charlie Coal is his Foreman
Mr H. L. Tompeths is master machanic at Whistler
Mr J. J. Thomas Supt of ~~Locomotive~~ locomotive Power
and Mr R. V. Taylor Federal manager and
we have him before all these Officials and they has
Pass us unnotice and we are appealing to you for
justice Malone was remove after Eleven year
of actual service and he give perfect satisfaction tell Mr
Incadoo said the job coll for 68 cts per hour and he
was remove and a white man put in his place
and when the white man get something he can not do then
a malone has to help him do the job is this fair are
is it just you you nice please see that this man
get his rights we has ben loyal to the goverment in supanfing
to all lones let me here from you in return mail H. S. Chapman

August 1, 1919.

E-38 - 11

FILE

Mr. W. S. Shopman,
C/o Local No. 106,
International Brotherhood of Stationary Firemen and Oilers,
Whister, Ala.

Dear Sir:

This will acknowledge receipt of your letter of July 27th.

Please be advised I am taking the case of Frank Malone up with the Federal Manager, as regards back accruing to him, and will advise you just as soon as I have definite advice.

Yours truly,

7-ac

COPY

2—3075

Form G-77

August 1, 1919.

E-38

FILE

Mr. R. Va Taylor,
Federal Manager,
Mobile & Ohio R. R.,
Mobile, Alabama.

Dear Sir:

I am in receipt of a complaint from Mr. W. S. Shopman, C/o Local No. 106, International Brotherhood of Stationary Firemen and Oilers, Whister, Alabama, with regard to treatment that has been received by Frank Malone an employe in the Tin Shop of the Mobile & Ohio Railroad at Whister, Alabama, Mr. Charlie Coal being foreman and Mr. G. L. Lambeths, Master Mechanic.

It is stated that he should have received full mechanic's rate of pay, whereas, the treatment he received was quite different.

Will you please investigate and advise.

Yours truly,

7-ac

J. A. Franklin

COPY

Form G-77

P—8675

E 3802

ANSWERING LETTER OF .....
WHICH WAS RECEIVED .....

AMERICAN FEDERATION OF LABOR

Mobile Local UNION

NO. 106

Mobile, Ala 7-27 1919

Mr W. S. Carter Director General

Dear Sir

JUL 30 1919

Write you the Nature of Brother C. T. Emmerson case He is employed in the Store Room Department of the Mobile & Ohio R.R. Shop he has been air and Steam Hose Repair for 6 years until July 1-1919 and he was remove and a white man put in his place at 58 cts and hour and the white man could not do the work and they needed some hose and Emmerson was place back by his foreman to repair the Hose for the Order Emmerson was rated last July 1918 at 58 cts per hour and 1 month later he was cut back to 34 cts per hour but still had to do the same Work and did not received any back pay that the class of work call for he has not received any back Pay at all the grievance Committee taken up the matter with his Superiour Officers and received no satisfaction at all

Mr. St. J. Given is his Foreman
He is employed in the tore House Department
Mr. St. J. Dial is District Store Keeper

Mr. St J Given Store House Keeper

Mr. St. J. Dial is District Store Keeper
Mr. J. E. C. Rendall Supt of Store Room Dept

We taken this matter up with all three of these men according to your advice and they would not listen to us. and Mr

Rendall Cursed our committee man out and order him out of his Office and said he did not recognise Niggers at all as committees You will please adjust these matters we as colored know we are suffect to the white man but if you say for me to have one thing I dont think some one else should keep me out of it unjustly Supplement tom 4 entitles these tormen to there back Pay they are in the Positions and you know they ought to have it You please attend to this Mr Carter these men has been with out there Pay since Jan-1-1918 Your Son H S Chapman

Aug. 1, 1919.

Mr. W. S.Chapman,
Whistler Local Union No. 106,A.F. of L.,
Whistler, Ala.

Dear Sir:

This will acknowledge receipt of your letter of July 27th, addressed to W. S. Carter, with reference to the treatment that Mr. C. T. Emmerson has had with regard to the rate of pay he has received for the work he was doing repairing air and steam hose.

I attach hereto copy of Supplement No. 4, together with Interpretations Nos. 3 and 4 thereto, and if any injustices in or misapplications of the wage orders arise, I would suggest that Mr. Emmerson try to adjust the matter personally with his superior officer, and failing a personal settlement, that the matter be handled through his organization, by the submission of a joint statement of fact, prepared in accordance with Supplement No. 6 to General Order No. 27, copy attached, such statement to be signed by employes and their representatives, as well as by the railroad officials, and upon receipt of same in this office the matter will have prompt attention.

Yours truly,

J. A. Franklin

Form G-77

Enc.
7-RMB

COPY

UNITED STATES RAILROAD ADMINISTRATION
DIRECTOR GENERAL OF RAILROADS

MOBILE AND OHIO RAILROAD
GULF, MOBILE AND NORTHERN RAILROAD
SOUTHERN RAILROAD IN MISSISSIPPI

E-38-11

R. V. TAYLOR,
FEDERAL MANAGER

DIVISION OF LABOR
AUG 25 1919

MOBILE, ALA., August 23rd, 1919 es

38 - 63

Mr. J. A. Franklin,
Asst. Director, Division of Labor,
Washington, D. C.

Dear Sir:-

Referring to your letter of August 1st, file E-38-2 in regard to complaint received from Mr. W. S. Shopman as to treatment of Colored Pipe Fitter Helper Frank Malone at our Whistler Shops.

I find that this man was for several years used as brass filler. This position was discontinued prior to General Order No. 27. However, investigation develops that Foreman Kohl used Frank Malone to line crosshead gibbs and eccentric straps four days in January, three in February, four in March, four in April, five in May, four in June, three in July and three in August, making a total of thirty days in eight months from January, 1918 to August 1918. You understand that he perhaps worked only a few hours each day in question.

Recent ruling provides that where work of this class is done by helper he should be paid the higher rate while engaged in such work. We have arranged to allow this man the highest rate for each of the days mentioned, which I think is fair.

Please advise if this adjustment of the matter is satisfactory.

Yours very truly,

Federal Manager.

R-38-11

Sept. 10, 1919.

Mr. R. V. Taylor,
Federal Manager,
Mobile & Ohio Railroad,
Mobile, Ala.

Dear Sir:

This will acknowledge your letter of August 23rd, replying to mine of the 1st, with regard to the complaint received from W. S. Shopman as to the treatment of Colored Pipe Fitter Helper, Frank Malone.

I am communicating information contained in your letter, to Mr. Shopman.

Yours truly,

J. A. Franklin

FILE COPY

Form G-77

5-RMB

2—8676

Put with Frank Malone

E-38-11

Sept. 10, 1919.

FILE

Mr. W. S. Shepman,
c/o Local No. 106,
International Brotherhood of S. F. & O.,
Whistler, Ala.

Dear Sir:

Please refer to my letter of August 1st, acknowledging yours of the 27th, in regard to Frank Malone.

This matter was referred to Federal Manager Taylor, and for your information, I am attaching herete copy of his reply.

Yours truly,

J. A. Franklin

COPY

Enc.
5-RMB

Form G-77

2—8676

ANSWERING LETTER OF .....
WHICH WAS RECEIVED .....

SEP 8 1919

DIVISION OF LABOR.

2-38-2

AMERICAN FEDERATION OF LABOR

Whistler Local UNION

NO. 106

August - 19 1919

Mr H. S. Carter Division of Labore

Dear Sir

I have been employed in the Mobile & Ohio R.R. Co. Since April the 14 - 1913 as hoes Fitter my card and check shows the same at which time I received 15 cts per hour on Jan 1 - 1918 I was receving 22 ct per hour The Government taking the R.R. in charge Jan - 1 - 1918 making a Scale of wages for the class of work it showed that I was intitle 58 ct per hour which was ast for September - 1918 and it was granted I received 58 cts for the first period of September on about the 25 of September - 1918 I was notified that the amount were not me as it were common labore at the same time change my punch card to common labor and change my check and so I had to refund the money that was granted me a love common labor pay but as the Government were in charge I felt asure if I were intitle to it I would be Paid in a few months ago the car department claimed Jurisdiction over that class of work as I were not receiving but 34 ct on July 16 - 1919

The car Department sent one of thiere men and I was Dismissed off the Job he faie on the Job so I were asked to return on the same day and Remained 12 days and so the Car Department sent another man both ner men recevving 5 8 et hehour I C. D. Commerson being Denied this rate I see clearly it is a 5 8 et class of work I felt asured if you would Reconsider the matter I would Recieved the facte Pay for the class of work

Mr Carter you wie allow me to call your attention to Supplement form - 4 to General Order 27 Where this man C D Commerson is intitled to his facte Pay you wie please take this matter up as we has tried to adjust the matter with the Superior Officers and they ~~wie~~ Will not here us at all So we are appealing to you for Justice ~~It has~~ Ben Loyal to the Government in every respect and we feel that you wie give Justice in this case

I Remain Your. C D. Commerson

Mr Healy we are not preparied to tife write wie can have this tife and make your charges and Since pay word Will can attend this previonce at once thes poor niero need theire money you wie write me at once Yours Jan

A. S. Chapman

E-3842

Sept. 15, 1919.

FILE

Mr. W. S. Chapman,
Whistler Local Union #106,
American Federation of Labor,
Whistler, Ala.

Dear Sir:

This will acknowledge receipt of your letter of August 19th to Mr. Carter, with regard to the rate of pay you should receive for the class of work you are doing, you contending that you should be classified as a mechanic.

The question involved according to your communication appears to be a matter of classification and I would suggest that you endeavor to straighten it out with your superior officer in the employ of the railroad. If you are unable to do this with him personally, then I would suggest that you handle the matter through your organization and committee representing same on the road, that is if you are a member of an employees' organization and failing in this then I would suggest that you request your superior to join you in the preparation of a joint statement of fact in line with the provisions of Supplement No. 6 to General Order No. 27, copy attached. Upon receipt of such a statement in this office the matter will have prompt attention and a decision be rendered.

COPY

Yours very truly,

Form G-77

2—8675

L.A. FRANKLIN

7-FD
Encl.

DIVISION OF LABOR

Whistler Ala sept - 9 - 1919

Mr. Dr. S. Carter E-38.11

Director Div. Labor

SEP 12 1919

Dear Sir;

I have tried Repeatedly to get our Master Mechanic to join me in A statement of facts and it seems impossible. I have tried to do as you instructed me in your letter of June 3rd, I have left nothing undone on my part. will you please instruct me what course to purse.

2 I am entitle to back time, and ought to be placed back on my old job. of babbiting. No barter I am a colored man and dont belong to and order that can handle my case. so please point me the way to handle this case. as I am anxious to get this settle before the road gose back to private ownership. I have shown supt #6 to Gen order #27 to our M.M. and he claimed he had not seen one of them

3 I refered him to Supt #4 to Gen. Order 27 Supt. I was a babbiting fire for 12 years at this shop. I was pulled of my job after supt #4 to Gen. order #27 went into effect and that was dont to get out of paying me back time please advise me what to do.

Respect,

Frank Malone.

B-pay

Put in as soon as we have Frank Malone

~~E-38-11~~ 87

FILE

Sept. 15, 1919.

Mr. Frank Malone,
Whistler, Ala.

Dear Sir:

This will acknowledge your letter of September 9th, regarding your claim against the Mobile & Ohio Railroad.

I wrote Mr. W. S. Shepman under date of September 10th, enclosing him a copy of Federal Manager Taylor's letter in regard to your case.

You should take up with Mr. Shepman for any further information.

Yours truly,

J. A. Franklin

COPY

Form G-77

5-RMB

2—3676

ANSWERING LETTER OF .....

WHICH WAS RECEIVED .....

E-38-1/F

E-38

DIVISION OF LABOR.

AMERICAN FEDERATION OF LABOR

Whistler Local UNION

NO. 106

Oct 27 — OCT 29 1919 1919

Mr H S Carter Division of Labor

my dear Sir

this will inform you Mr Carter that I received your of a recent date and the letter that Mr Taylor writen you concerning Frank Malone you see that Mr Taylor acknoledges that Malone did that work as Brass Filler for several years and he have avronge to pay him for thirty day in light months Malone did this work for 12 years if malone is intitle to 30 days pay in light months why is it he is not intitle to every day he made he made in the eight Mr Carter will you please Rule on this matter and let me know at once the man is intitle to the pay you know and let me know about C T Emmerson the Steam and air hose man he did this work for 6 years and was move of the job and a white man put in his plase and Paid 58 per hour why was Emmerson not intitle to the same he did the same work Yours Truly

Answer me at once

H S Chapman

E-38-11-F

November 4, 1919.

Mr. W. S. Chapman,
Whistler Local Union No. 106,
A. F. of L.,
Whistler, Alabama.

Dear Sir:

This will acknowledge your letter of October 27th to Mr. Carter acknowledging his letter in regard to the case of Frank Malone.

It is my understanding of this case that Mr. Malone was not continuously employed as a Brass Filler at the Whistler shops. His classification was that of pipe fitter helper and after a thorough investigation it develops that Mr. Malone was used on various days to do mechanic's work and arrangements were made to pay him for the time he was so employed.

It is my opinion that Mr. Malone is not entitled to the additional back pay as claimed.

Yours truly,

5-MJ

J. A. Franklin

Form G-77

2—8676

FILE COPY

E 38 1 7

Whistler Ala 11/5 — 1919

Mr W. S. Carter

Director Div of labor.

DIVISION OF LABOR.

NOV 8 1919

Dear Sir;

will you please advise me why I can't get a settlement according to the decission handed down by your office. our M.M. called me in his office sometime ago, and offered me 30 days pay at mechanic's rate and I refused to accept it. I am entitle to sheet metal workers rate

according to your decission
and also supplement 1004
to genl order #27 classifys
me as a Mechanic. I
have run the babbitting
fire here for years and
only recently they pull me
of on acct of me contending
for the rate. Mr Carter
the only reason I can
see that they have not settle
with me is because I am
a black man. And I
wish you would please
see that I get justice
they wont join me in a
statement of facts
pleas let me here from
you.

respct Frank Malone.
P.O. Box 6. Mistletoe Ala.

E-58-11-F

FILE

Nov. 14, 1919.

Mr. Frank Malone,
P. O. Box 6,
Whistler, Ala.

Dear Sir:

This will acknowledge your letter of November 5th, in regard to your claim for back pay against the Mobile & Ohio Railroad.

For your information I am attaching hereto, copy of my letter of November 4th to Mr. W. S. Chapman. I have closed my file on your case.

Yours truly,

J. A. Franklin

COPY

Enc.
S-HHB

Form G-77

2—8675

ANSWERING LETTER OF .....
WHICH WAS RECEIVED .....

E 7A 114

AMERICAN FEDERATION OF LABOR

ION OF LABOR.

Whistler Local UNION
NO. 106
Nov 12 — 1919

NOV 17 1919

Mr N. S. Carter

Dear Sir
This will let you know I recieved your letter concearning Frank Malone I thank you kindly for rendering your Dission he highly appresiate you for your kind Dealing with us.
Mr Carter you will please render your Dission on C. T. Commerson Case he was steam and air Hose repavier he did this work continually every Day for 5 years and the Job paid at his removal and to a white man that put in his place 58 cts, Perhaps and Commerson only was recving 22 cts and have on Jan-1-1918
Will you please advise if he is not intitle to his back Pay from Jan-1-1918
I know you will give Justice

Mr R W Taylor Federal manager

Mr G T Lonbeth M.P.C

Mr H. J. Rivers

is G.F.C. Emmerson
Foreman

and he would not join in
joint statement of facts

I am Will Please let here
from you at once on this matter

I hate to worrie you so much

Give me your Opinion

Mobile & Ohio R.R. Co.

Yours I am

T. S. Coleman

E-33-11-F

November 19, 1919.

FILE

Mr. W. S. Chapman,
Whistler Local Union No. 106,
American Federation of Labor,
Whistler, Ala.

Dear Sir:

This will acknowledge your letter of November 12th in regard to the case of Mr. G. T. Emmerson.

You should first take this matter up with the railroad by which Mr. Emmerson is employed. If you are unable to satisfactorily adjust the matter then the case should be submitted to the Division of Labor in the form of a joint statement.

Yours truly,

J. A. Franklin

COPY

S-AJ

Form G-77.

ANSWERING LETTER OF .....
WHICH WAS RECEIVED .....

E-38-1-7

AMERICAN FEDERATION OF LABOR

Whistler Local UNION
No. 166

DIVISION OF LABOR

Nov-17-1919

Mr. H. S. Carter

Dear Sir

NOV 20 1919

You will please send me a few copeys of the National agreement that covers the Helpers and send me some that covers Common Laborers

You will please advise me about Frank Malone as pipe fiter Helper he was paid Jan-1-1918 only 22 cts per hour and he was entitle to helpers pay from Jan-1-1918

I written you about C. F. Emmerson

You will please advise me

Yours Com

H. S. Chapman

November 24, 1919.

E-38-11-F

FILE

Mr. W. S. Chapman,
Whistler Local Union, No. 106, A.F. of L.
Whistler, Alabama.

Dear Sir:

This will acknowledge receipt of your letter of November 17, addressed to Mr. W. S. Carter.

In accordance with your request, I am sending you four copies of the National Agreement which you will note do not cover common laborers.

Very truly yours,

12-EOW

COPY

Form G-77

ADDRESS OF WRITER

2

6-38-11-4

LABOR OMNIA VINCIT

American Federation of Labor

ORGANIZATION ◆ EDUCATION ◆ FRATERNITY.

Whistler Local UNION No. 106

Nov 24 - 1919

Mr W. H. S. Carter

Dear Sir

This will inform you that your letter was recieved this will let you know that we have tried to adjust C. J. Emmerson case with the Official of the Mobile & Ohio R.R. Shop at Whistler Ala and they will not hear us at all and they will not join us in a statement of Facts so I appeal to you for your Dision in this Case C. Emmerson work as steam and air hose Repairer for 6 year continualy every day until the Job was Rated at 58 cts per hour and he was move and the Job Given to a white man and he was Rated at 48 cts per hour

ADDRESS OF WRITER

2

LABOR OMNIA VINCIT

American Federation of Labor

ORGANIZATION ◆ EDUCATION ◆ FRATERNITY.

UNION NO.

DIVISION OF LABOR.

Mr Carter what is your
Opinion in this case is that
there are that not using
Discrimination

NOV 28 1916

You will please advise me
at once the Official will not
talk with us at all
and we are appealing to you
for justice I hate to worry you
If you render your Division
in this case at once and I will
not write you anny more
Mr H. J. Givens is his Foreman
Mr L. L. Lambeth M.M.
of the Mobile to Ohio RR
at Hustew Ala
Mr R. V. Taylor Federal Group

N. S. Chapman

E 38-1|1|7

DIVISION OF LABOR.

Whistler ala NOV 24-19

Mr W S Leaster sir as I have bein doing all the hose work in the whistler shop since april 4-1913 untill July 20 19-19 giving ample satisfaction but as the care dept: union claimed that part of the work I were dismissed not on acct: of inability then I were put to issuing material the shop committee had my moved the expression were made that were a white mans place so you can clearly see that it is not on acct of inability care

I were paid the rate for
fitting hose one period of
sept 1918 taken back the
sec. period Frank Malone
case have been taken up
and under head way
My case has been before
you 2 or 3 times I can
not get any hearing
as my case is so very
clear as the man that
fits the hose are getting
the full amt. due for
for that class of work
have not recieved over
34 cts per hour I am
certain for the amt.
due on that class of
work I feel if you
would consider my case

in its proper light-
you would readily agree
with me and see that
my back time were
paid I have endeavored
to be loyal to my country
in every possible way
Malone & my case were
sent in the same date
you will kindly admit
me why I can not have
a settlement - I have
tried to be patient - as
I have unshaken confidence
in my government -
hoping to hear from
you by return mail
Respt - Calvin
Emerson

E-30-11-F

Dec. 9, 1919.

Mr. Calvin Emerson,
Whistler, Ala.

Dear Sir:

This will acknowledge your letter of November 24th, in regard to your classification at the Whistler shops.

This is a matter you should turn over to the shop committee for handling.

Yours truly,

J. A. Franklin

S-RHB

ADDRESS OF WRITER

E-38-17

LABOR OMNIA VINCIT

American Federation of Labor

DIVISION OF LABOR

ORGANIZATION ◆ EDUCATION ◆ FRATERNITY.

Whistler Local UNION No. 106

Feb 1 1920

FEB 3 1920

Mr H. S. Carter

Dear Sir

This will inform you sir that the case of Frank Malone and C. S. Emmerson has not been adjusted as yet and I am asking you Mr Carter for advice you said that Mr Taylor said they had agreed to pay Malone for 30 day at the highest rate of pay but he has not been able to receive anything from the Mobile & Ohio R.R. Co you said his classification was that of a Pipe fitter Helper and he has not received anything at all.

You will please advise me at once

2

LABOR OMNIA VINCIT

American Federation of Labor

ORGANIZATION ◆ EDUCATION ◆ FRATERNITY.

_____ UNION NO. _____

_____ 19

G T Emmerson
was a steam and air hose Repair
for 6 years continually and he
has not received anything
and was taken of the Job and
the Job given to a white man and
he was rated at 15 cts. per hour
You will please advise me

Yours Truly
H. D. Chapman
Thistler
Ala

Both men work for the
Mobile & Ohio R.R. Co.
Thistler Ala

E - 38 - 11 - F

February 12, 1920.

Mr. W. S. Chapman,
Whistler, Ala.

Dear Sir:

This will acknowledge your letter of February 1st, to Mr. Carter, in regard to the case of Frank Malone and C. T. Emerson.

As stated in my letter of November 4th, Mr. Malone is not entitled to the pay he is claiming. The same applies in the case of C. T. Emerson.

Yours very truly,

J. A. Franklin

5-MJ

International Brotherhood of Firemen and Oilers

TIMOTHY HEALY - International Pres.
~~211 E. 15th St.~~, New York, N. Y.
219 E 47th
J. W. MORTON - 1st Vice-President
156 W. Washington St., Chicago, Ill.
A. A. WOODWARD - 2d Vice-President
761 Markham St., Toronto, Canada.
L. F. SPROUSE - - 3d Vice-President
69 Twenty-second St., Wheeling, W. Va.
ROBERT W. BEATTIE, 4th Vice-President
Labor Temple, Pittsburgh, Pa.

OFFICE OF

TRAVELING REPRESENTATIVE

JOS. P. FLANAGAN - 5th Vice-President
75 Lawn St., Roxbury, Mass.
H. W. WENDELE - 6th Vice-President
Marysville, Kansas
C. J. JOHNSON - - 7th Vice-President
611 A Ave. West, Cedar Rapids, Iowa
J. E. THORNTON - 8th Vice-President
1234 42d St., Norfolk, Va.
JAMES COULSTING, - 9th Vice-President
150 Joice Street, San Francisco, Cal.
C. L. SHAMP - Int'l Secretary-Treasurer
3611 No. 24th St., Omaha, Neb.

Affiliated with
American Federation of Labor

January 13, 1921

E 38-11-7

Mr. J. G. Code,
Staff Officer,
Washington D C

Dear Sir:--

The Division of Labor, I understand, had considerable correspondence regarding a claim of Frank Malone, Whistler, Ala. regarding some back pay due him from the Mobile & Ohio R.R. Will you kindly advise me what disposition was made of this claim, and greatly oblige,

Yours truly,

Timothy Healy.

International President.

J. G. Code
XXXXXXXXXXXXXX

January 24th, 1921.

E-38-11-F

Mr. Timothy Healy, Int. Pres.,
Brotherhood of Firemen and Oilers,
229 E. 47th Street,
New York City.

Dear Sir:

This will acknowledge receipt of your letter of the 13th, requesting information in regard to the claim of Frank Malone, Whistler, Ala.

This is to advise that under date of November 4th, 1919, Mr. Malone's claim was declined.

Yours very truly,

5-LM

Form L-1

UNITE[redacted]RATION

DIRECTOR GENERAL OF RAILROADS

Mr Tyler

CENTRAL RAILROAD OF GEORGIA.

FILE NO. C-38-11-38

SUBJECT: Concerning the unasigned letter regarding the dismissal of old employees of the Central Railroad of Georgia simply because they are negroes.

Volume No. _____

From _____

To _____

2—8815

DIVISION OF LABOR

114746

Columbus Div. Brakemen

1643-5-ave

Columbus Ga

Sept. 11-1919

E-38-11

SEP 13 1919

DIVISION OF LABOR.

Mr. Walker D. Hines Director Gen. of R.R.
Washington D.C.

Dear Sir:-

We the colored brakeman of the Central of Ga R.R. desire to complain to you in regards to our position. There are some of us who have been employed with this Company from one to thirty five years, and our salaies have been very low, not more than 45 per. month, and now since the salries have advanced to a living wedge we are being put out of a job and white brakeman are taking our places. We trust you will help us in this matter, as some of us have spent near two-thirds of our lives in the service.

Thanking you in advance.

Respt yours Brakeman of The Col. Div.

Index & S.C

PERSONAL

October 4,1919
E-38-11

For Mr.Tyler:

I herewith attach an unsigned letter purporting to have come from the colored brakemen of the "Columbus Division" of the Central Railroad of Georgia. This letter is addressed to the Director General and was referred to this Division for reply.

The fact that it is not signed makes it impossible to reply to same. I assume that it was through fear of dismissal that these colored brakemen avoided at least the signature of their representative thereto.

I recognize that to undertake the usual form of correspondence with the officers of the trainmen's brotherhood and the officials of the Central Railroad of Georgia perhaps would bring about a controversy that may be avoided.

If it is the policy of the Railroad Administration to discharge these old employees simply because they are negroes then there is nothing to do in the matter but on the other hand if men of many years' service are being dismissed simply because they are negroes I am quite sure that that is not in accordance with the express desires of the labor organizations representing this class of employees. I have heard that they had no desire to dismiss men already in the service if they were competent to perform the work but they did desire that no more of them be employed.

It is possible that some of these negroes now being dismissed on this railroad are not competent and have only been employed because they were "cheap".

I am going to ask that you take this up with Mr. Winchell and whatever the policy of the Railroad Administration is in this matter that it be complied with by all railroads as just such apparent discriminations as these only provoke a feeling among employees that there is a deliberate purpose to discriminate in a manner not intended by the Railroad Administration.

COPY

Form G-77. 2--8675

W.S.Carter

1-AR

TRANS

UNITED STATES RAILROAD ADMINISTRATION
DIRECTOR GENERAL OF RAILROADS

SOUTHERN REGION

B. L. WINCHELL
REGIONAL DIRECTOR

HEALEY BUILDING
ATLANTA, GEORGIA

OCT 13 A.M.

October 9, 1919.

Dear Mr. Tyler:

I have your letter of October seventh together with Director Carter's memorandum to you of October fourth and unsigned letter from employee of the Central of Georgia Railroad.

I think I can safely say to you, based upon extended recent conferences with the officers of the Central of Georgia Railroad and with Vice President Fitzpatrick of the B. of R. T., that there is no probability that the negroes on that line are being discriminated against. Mr. Fitzpatrick was perfectly sure that the discrimination was against the white men, which was not admitted by Federal Manager Winburn, although Mr. Fitzpatrick had some evidence which seemed to support his position.

I anticipate that the difficulty grows out of the separate seniority for the whites and blacks which was practically in effect on the Central of Georgia up to a month ago.

In accordance with an agreement which was reached, actual seniority was re-established, under conditions which were expressed on paper, as I advised you, and it is probable the displacement of some of the junior negroes by senior white men prompted the unsigned letter.

If any exact case is brought to light which tends to disprove what I say above, I will be glad to go into the matter fully.

I herewith return the papers which you sent me.

Very truly yours,

B. L. Winchell

Mr. W. T. Tyler
Director, Division of Operation
Washington

Form G-18

E-38-11-9

FILE NO.

UNITED STATES RAILROAD ADMINISTRATION

[redacted], DIRECTOR GENERAL OF RAILROADS

SUBJECT:

October 13, 1919.

MEMORANDUM for Mr. W. S. Carter:

Referring to your letter of October 4th enclosing an unsigned letter from a colored brakeman of the Columbus Division of the Central of Georgia, alleging discrimination against negroes.

Mr. Winchell, in his letter next attached, has fully covered the subject, and in view of the absence of any specific cases I do not think it necessary to go any further into this question.

W. T. Tyler

WTT
10/16

DIVISION OF LABOR
OCT 14 1919

Form L-1

UNITE[redacted]TION

DIRECTOR GENERAL OF RAILROADS

J.W. Jackson

FILE NO. D-38-11-14

HOUSTON BELT & TERMINAL RAILROAD.

SUBJECT: With regards to complaint of MR J.W. Jackson, Houston Texas, as to improper rate of pay for services rendered as baggageman in the emplby of the Houston Belt & Terminal Railroad.

Volume No. _____

From _____

To _____

DIVISION OF LABOR

E-38-11
DIVISION OF LABOR.
OCT 9 1919
DIRECT. OFF. 117825
OCT 8 1919

Houston Tex Sept. 29th 19

Mr. H. G. Hines Dear Sir

I Wishing to receive some information in regards of some Matters of Supplement No 4 to General order No 27 on the rates of Pay of Employees under General order No 27 in Wich was handed down on the first of Sept of 1918 one year ago to day for all Employees to be raise to a Maximum rate Established of Pay from 45.00 Dollars per Month on to 46.00 Per Month to raise them to 62.50 Per Month & to add 25 to 62.50 to Established a rate Maximum of 87.50 Per Month this was your order So the Porters of the various Stations of the Houston Belt & Terminal of the Baggage & Mail Room have been receive a raise years in

regards to your order So We have
wrote to your office time & times
agine in regards of this Matter
& We have never no Jester yet S
So We have obey your orders all
along this time We Went to the
Baggage Master & he Mr Barnes & We
have be told that to Wright to
your office any more in regards
of this Matter & if We wrote to you
We Would have our Jobe So We Wright
to you to if We can Get any Jester in
this Matter or Shall We take it to
Law to Get Jester for it have been
one yeres Sept-1. 1918- & We have that
receive the first yeat So Mr. hines your
Farmer My Dere Sire We Will Wate after
dayes to here from you on this Matter & to
see before taking it to law for Jester S
your Truly at hand J. W. Jackson 800 hard board St
Worcester Ex 800 hard board St

117825

October 3, 1919.

Dear Sir:

I am acknowledging for the Director General your letter of the 29th ultimo in reference to your wages as porter for the Houston Belt and Terminal Railroad.

Your letter is being referred to Mr. W. S. Carter, Director, Division of Labor, for attention.

Sincerely yours,

(Signed) M. B. C.

Mr. J. W. Jackson,
800 Hard Cassel Street,
Houston, Texas.

Y*W

DIVISION OF LABOR

E-38-11

OCT 15 1919

Houston Tex Oct. 10th 1919

Mr. W. S. Carter My Dear Sir I Wishing to call to have to you for information in regards of some Matters of the Wages Question in Witch We have from time to times how ask the Baggage Master of this Matter & all So Mr. Bauers the Supt. of the Houston Belt & Terminal in Witch it is impossible to get any Satisfaction or Justice out of them & it make it necessary to Wright to you in regards of this Matter of the rate of Pay that reaches Back to January first 1918 up to our in Witch We have not received Yet in January of 1917 the Pay Was 45.00 Per Month & the first raise Was given Was 62.50 Per Month in Witch We have not received Yet for the first

raise Was to Give us 625.00 in
Stide of Given that they raise us
to 650.00 Per Mauth & that as General
Order No 7 Says for the rules of Pay
625.00 Dallars & 50¢ reaching Back to
January the first & When the
Supplement No 7. to General order
No 24 Was Effective Sept the first
of 1918 & above in Effect as of January
first of 1918. to the application of
General order No 24 to add 25.00 to
625.00 Dallars 50¢ to Establishing a
Basic Minium rate of Eighty Seven
Dallars & fifty cents in Witch We
have that never recieved But
Mr. Bauers Sept raise us to 75.00 Per
Mauth in Stide of the Government
So We have never recieve any
things from the Government No
overtime No hallydayes No Sundays

your honor Mr. Carter We have
knocks at every Door from the
Postage Master up chair We
call to you for justice in
regards of this Matter as it was
impossibility for us to gate any
Satisfactary information on
this Lines. But we was told that to
Wright an any More to the affair at
Washington in regards of this
Matter & if So we would Loose our
Jobs So it have Been one Years &
10 Manths that We have tried to Gates
Justice of this Matter. So as We
haves received a Letter from Mr. B. Blogett
on the 8th of oct in Regards the Matter
refering us to you So We are
Wishing to here from you as soon
as it may Bend remain your Servant
J. W. Jo. C. Rson 800 hard bord St
Houston Tx

October 20, 1919.

E-38-11

FILE COPY

Mr. J. W. Jackson,
800 Hard Canal Street,
Houston, Texas.

Dear Sir:

This will acknowledge your letter of October 10, addressed to Mr. W. S. Carter, with regard to rate of pay you should have received as baggage porter.

Clerks in this class of service were covered by General Order No. 27, copy attached, the terms of which were not retroactive prior to January 1, and should any injustices in or misapplications of the wage orders arise, I would suggest that you endeavor to adjust the matter personally with your superior officer in the employ of the railroad and failing a personal settlement, that the matter be handled through your organization, if you belong to an association of railroad employees. Should you not belong to an employees organization, then I would suggest that a joint statement of facts be prepared in accordance with the provisions of Supplement No. 6 to General Order No. 27, copy attached, such statement to be signed by employees and their representatives, as well as by the railroad officials, and forwarded to this office. Upon receipt of such a statement in this office the matter will have prompt attention and an adjustment be effected.

Very truly yours,
J. A. Franklin

Form G-77. 7-EOW

231 DIVISION OF LABOR
NOV 3 1919

Houston Tex Oct 27th. 19

Mr J. A. Franklin My
Dere Sir I recieve your letter a
few day ago in regards of this
matter of taking it up with Mr.
Barnes the Supt of the H.B.&.S.ee
in which we have from time to times
& it have been one years & ten
month an more & have that rieves no
Satisfaction yet & my Dere Sir if
Justice had been given to us in
the first place we would not
appeal to your office for Justice
as Mr. Barnes say that Supplimental
means as Baggage men & that General
order no 27. over General order no. 7
means us So Mr. Franklin I see
he have made this order of his
own So Mr. Franklin if he disobeyes
the first order I cant see any

cause for us to keep going back to
the same old place for this is the
Mright & no Justice in this
Matter for it hard enough for a Man
to steal from you Where you are
a sleep & it is still harder to
stand & see him take from you
& When you call for Justice in
this case you are sent back to
the same old place & no satisfaction
in this Matter due We notices on this
hand. So My Dear Sir Mr. Franklin
can you feed your family out of
#37 50 Dollars Every 2 Weeks
& Pay 500 Dollars to a Libity Bound
to. So My Dear Sir We appeal to you
in regards of this Matter for
Justice & for a Man to stand up &
say that is all the order say
for us to have & tell us that

to Wright to the office at Washington
any more about this matter & if we
dide we would be fired from the Jobe
& we call to your office for testers for we
have been to the Baggage Master times
after times & to Mr. J. P. Barnes times after
times & esp Wright have we got great
sympy Mr. Franklin is this any ground
of Wright in this matter as any
testers as have the Government office
at Washington stand this kind of
marks to alow men to tak from the men
that what the Government have seat
a side for them & to diste abey orders
that is sent out by them what every
man master have & Mr Barnes hams
made a general order & a supplement
him selfe so Mr. Franklin & what
place shale we appeal to for Wright in
this matter as hav shale we call to

for festers, a Word to you My Dear
Sire Mr Franklin can you see any
Wright in this if you say Give Me 8.50
Per Month & tak 12.50 a May from you ~~to~~
that as great Justice for this have been
the case for an Year & 10 Month & that
Was hard Coughte far us to Pay for a
Libity & to Loose from 3.00 to 4.00 an them
to Feat Many to feede our familey
an & We have been Treade this May for
alaang time & now Mr Franklin Must
We tak this Matter to Law to Gate
Jeste & Wright in this So My Dear Sire
Mr Franklin you harner Sir I Wish
to here from you as soon as it May
be on this Matter

Your Truly J S Gipson
800 hard Cosel St
Hoston

November 10, 1919.

B-38-11

FILE

Mr. J. W. Jackson,
800 Casel Street,
Houston, Texas.

Dear Sir:

This will acknowledge receipt of your letter of October 27th with further reference to rate of pay you should have received as baggage porter.

Please be advised that I am today taking this matter up with the Federal Manager of the Houston Belt and Terminal Railroad.

Yours very truly,

J. A. Franklin

COPY

7-IC

Form G-77

2—8675

November 10, 1919.

B-38-11

FILE

Mr. F. G. Pettibone,
Fed. Mgr.,
Houston Belt & Terminal RR,
Dallas, Texas.

Dear Sir:

I am in receipt of complaint from Mr. J. W. Jackson, 800 Casel Street, Houston, Texas, to the effect that he has not received the proper rate of pay for services rendered as baggageman.

Will you please investigate this complaint and advise what if anything is due Mr. Jackson, and upon what basis he was compensated while in your service.

Yours very truly,

J. A. Franklin

COPY

7-IC
CC

Form G-77

2—5675

Mr. B. F. Bush.

UNITED STATES RAILROAD ADMINISTRATION
DIRECTOR GENERAL OF RAILROADS

SOUTHWESTERN REGION

GULF, COLORADO AND SANTA FE RAILROAD
ATCHISON, TOPEKA AND SANTA FE RAILROAD
(PAULS VALLEY, LINDSAY AND SULPHUR DISTRICTS ONLY)
FORT WORTH UNION PASSENGER STATION
UNION TERMINAL OF DALLAS
TEXAS MIDLAND RAILROAD
GALVESTON WHARF COMPANY

BEAUMONT, SOUR LAKE AND WESTERN RAILROAD
HOUSTON BELT AND TERMINAL RAILROAD
IBERIA ST. MARY'S AND EASTERN RAILROAD
NEW IBERIA AND NORTHERN RAILROAD
NEW ORLEANS, TEXAS AND MEXICO RAILROAD
ORANGE AND NORTHWESTERN RAILROAD
ST. LOUIS, BROWNSVILLE AND MEXICO RAILROAD

F. G. PETTIBONE,
FEDERAL MANAGER

M. K. & T. OFFICE BUILDING
DALLAS, TEXAS

November 17, 1919.
File 012-14-7.

Rates of Pay - Baggage Porters - Houston:

DIVISION OF LABOR.

Mr. J. A. Franklin,
Assistant Director,
Division of Labor,
Washington, D.C.

NOV 22 1919

Dear Sir:-

Referring to your letter of November 10th, file E-38-11, regarding complaint of J. W. Jackson, Houston, Texas, as to improper rate of pay for services rendered as Baggageman in the employ of the H.B.& T.

The contention of the Baggage and Mail Porters with reference to their rates of pay was referred to Mr. W. S. Carter on August 18th, and, on October 2nd, I received his letter of September 26th enclosing H.B.& T. Decision No.1 covering this case, and, as a matter of information, I enclose herewith copy of my letter addressed to J. H. Jackson, under date of October 30th.

Yours very truly,

F G Pettibone

cy - Mr Bush

At Galveston,
October 30, 1919.

Rates of Pay - Baggage Porters - Houston:

Mr. J. H. Jackson,
800 Hardcastle Street,
Houston, Tex.

Dear Sir:-

Your letter of October 22nd:

The question of rates of pay of baggage porters at Houston has been referred to the Division of Labor at Washington, and that body has decided that rates paid this class of labor at Houston are strictly in line with instructions from Washington and no further increases are possible.

Mr. W. G. Choate, Assistant General Manager of the Houston Belt & Terminal Railroad, has full information concerning the matter and I suggest that you call at his office and ask him to explain the matter to you. I am sending your letter to him for disposition.

Yours very truly,

(SIGNED) F G Pettibone - S

E-38-11 - H

Dec. 5, 1919.

Index & Sc

Mr. F. G. Pettibone,
Federal Manager,
Houston Belt & Terminal Railroad,
Dallas, Texas.

Dear Sir:

I beg to acknowledge receipt of and thank you for your favor of November 17th, regarding the complaint of Mr. J. H. Jackson, Houston, Texas, as to improper rate of pay for services rendered as baggageman in the employ of the H. B. & T. Railroad.

We as well, have communitated with Mr. Jackson advising him of decision.

Yours truly,

J. A. Franklin

See file E-38-17-Ly-293

7-RHB

E-38-11

Dec. 5, 1919.

Mr. J. W. Jackson,
800 Hardcastle St.,
Houston, Texas.

Dear Sir:

With further reference to previous correspondence passing between us regarding the rate of pay you and others have received as baggage and mail porters at Houston, Texas.

I attach hereto, copy of Decision No. 1 of the Division of Labor, covering this matter, from which it appears, that you have been properly compensated.

Yours truly,

J. A. Franklin

Enc.
7-RMB

E-3811-H

DIVISION OF LABOR

DEC 8 1919

Hoosier Ex Spec. 30th 1919

Mr. J. H. Franklin My Dear Sir after harmor I receives your letter on about the 14th Day of this Month in replying to this Matter of the rate of Pay that I should received & have that received or hird a Word from any Nat or a Word from American Federation Labor in Witch I become a Member of the organizations on about the first of Nov 1. th & Was Made By Mr. J. L. Lode the Grand Vic. Prides of A. F. Labor the Organizer of Railway Emplayes & I give him a Letter that I received from Mr. F. J. Pettibon in replying to this Matter & I have not hird from any in regards of the Matter but you & you Give us Information desired of regards of ours condition & consideration

in this Matter in Which have
been quite impossible to Date Justices
in that Matter that refers to that We
have not been Gain Justices over Wright's
transactions & Jacob harmer Mr Franklin
this looks very hard that a Man cant
Give another Man Justice & he houses to
Lives as he does So in My refing
Mr Franklin We Wishing to here
from you as Soon as it May be
Yours Truly
J. S. Goodyear
Goodyear Cosel St
Hooster
Ind

ABOR.

Houston Tex Mar. 29th-20

Mr. A. J. Franklin

APR 2 1920

My Dear Sir replying to your in my letter in regards of this Matter I here by hand you the amount in Mitch I hows received for the last 6 Month for each half of Every Month for each 15 days $37.50 & 37.50 per Month of W. Mr. Franklin can you advise me as can that the Board of the National adjustment that fixed the rates for Every Man in his class of Work & the amount he or she should receive in his class & We as Baggage Man should come under the heading of clerks Work & So Mr J P Brown the Supt I see hows rates are as command habaras & if So the command

reduce from $3.75 per day to 4.75 are up & to Grace Mr. Franklin can the Spatiänal Board of the Ogrumanto find a rate of 75.00 per Month for Man in clerks as Clerkclac Work as Baggage Mens & if so I Wishes to Be addvise from your office of this Matter. or What Grand can a Man Be Prophley Payd out of this amount Why Dear Sir Mr Franklin Will your Kindly addvise me as in your letter to me an Sud Date that you had Been addvise that We Was Prophley Payd & how can I Be Prophley Payd When you Sud to Pay me the Sume of $. 87.50 Per Month & you take 12.50 off Each Month & the amount Will $75.00 per Mant Spa your order & your Supplement Reades this raise from 45.00 Per Month to $62.50 Per Month & Sept. 1. 1919 your order Spa 2nd to add. 25.00 to 62.50 to make the Mana

$84.50 Per Month to Jas W. McFranklin
What is the Wrights amount for the
Man that was raise from 45.00 Pr Month
to 67.50 & What order he recives to
Day in class of clerkes Work
as a Baggage Man & Will you
Kindly address me as soon as it
May be Mr. Franklin

Yours Truly
J. J. Jackson
#800 Hard bord St
Boston Mx

E-38-11-H
April 5, 1920.

Mr. J. S. Jackson,
800 Hardcastle St.,
Houston, Texas.

Dear Sir:

Acknowledging receipt of your letter of March 29 addressed to Mr. Franklin, with further reference to the rate of pay you have received as baggageman in the employ of the Houston Belt & Terminal Railroad:

It is our understanding that Mr. Franklin's decision was forwarded with his letter of December 5. If this has not been properly applied, why do you not take up with the organization to which you belong - inasmuch as we note you state you are a member of the American Federation of Labor.

Very truly yours,
C. S. Lake
J. A. Franklin
Assistants to Director General

By .....

7-LJM

8-38-16-H

Houston Tx May 25th 20

Mr. A. S. Reed My
Dear Sir I am Glad to say that
I recieve your letter Some days
pass in regards of this Matter
the letter of april 5th to take the
Matter up with the organization
in which I have Sir & the Grand
hope pass that I should recieve
What the Government had Seate a
Side for us. but Mr. Reed it Seems
utterly impossible for us to get
Justice in this Matter & We have
turne the Matter over in the hand
of Mr. C. C. Lowery the General Chairman
of the System board of adjustment
of Railway clerks of the H. B. & T. co
Houston in which the Matter have
been before Mr. J. P. Barrow the Supt
& also to Mr W. G. Choate asst. Gen. Mgr
of H. B. & T. co. as I recieve a letter

from Mr. W. G. Choate office stateing that a Minimum Wage of $75.00 per Month for Baggage Man & to pay them from Jan. 1. 1920. up to the Present Date. as the Rate was Effective in Jan. 1918. to the Present Date & Mr. Choate Wants us to Prepare a Statement to Shipping the Labor Board as Provided in transportation & on what Grand is their fare a Statement for us to make in regards of this Matter as the National Agreement Made a Staple Law Effective of Said Date of January of 1918 up to the Present time for Mitch claim haves been before Mr. W. S. Carter for Justic & from this Paint I cant See if Impossibility to Get Satisfactorily Justice in this Matter With confident information for it Dames utterly Impossible us to recieves Justice of

the above delay claim for such
wages as the national adjustment
mad a staple rate law for every
man in his lars of work so for this
matter have been reply to every
possible manner for justice in why
is we so unjustly delt with in
this matter. your harner Mr. Reed this
matter is fade before the a. f of l union
of which Mr. G. G. Lower is general
chairman of the clerks under which
head we came as baggage men &
from this point we have cancel with
him in this matter. So Mr. Reed my
reply to you in regards of this
matter & hopeing that I may here
from you as soon as it may be your
truly at hand J. W. Overzee
Box hazel crest St
Houston Tx

G. E. Lane,
Staff Officer.

E-38-11-H

June 10, 1926.

Mr. J. W. Jackson,
300 Ward Canal St.,
Houston, Texas.

Dear Sir:

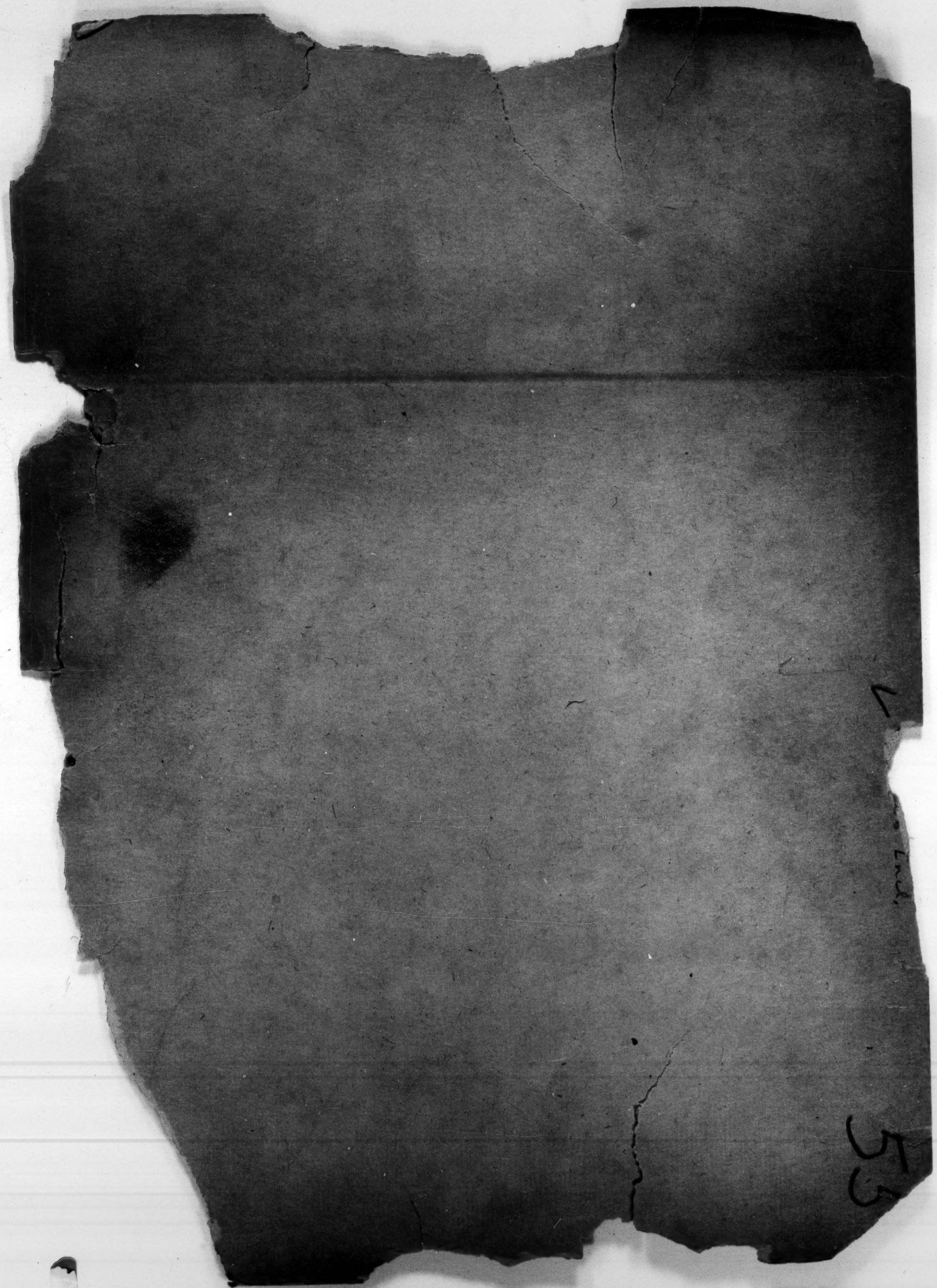
Your letter of May 25th addressed to Mr. Reed has been received.

The classification of mail porters in the Baggage Room of the Houston Belt & Terminal Railroad at Houston, Texas was handled by the Division of Labor and is covered by Decision No. 1, Houston Belt & Terminal Railroad, copy of which has been furnished you. No additional evidence has been filed which will justify re-opening the case.

Very truly yours,

A/ms

Entry 97
Women's Service Section



INSPECTION SHEETS Ross

Eastern Series

SANTA FE RAILROAD

R.R. No.	Series No.	Occupation		Address
1	(1)	Car Cleaner		Topeka, Kansas
2	(2)	Clerk		
3	(3)	Ticket Checker and Sorter	Ticket Accountant	
4	(4)	Clerk	Car Accountant	
5	(5)	Attendant	Tool Room & Store Room	
6	(6)	Clerk: Blue-Print Helper		
7	(7)	Helper	Plating Room	
8	(8)	Car Cleaner		Argentine, Kansas
9	(9)	Upholsterer	Car Dept.	Topeka, Kansas
10	(10)	Machinist's Helper		Topeka, Kansas
11	(11)	Matron Cleaner		Topeka, Kansas
12	(12)	Laborer	Round House	Argentine, Kansas
13	(13)	Checker	Frt. House	Kansas City, Mo.
14	(14)	Laborer	Car Yards	Argentine, Kansas
15	(15)	Laborer	Shop	Argentine, Kansas
16	(16)	Trucker	Frt. House	Kansas City, Mo.
T 17	(17)	Agent-Op.		Scranton, Kansas
18	(18)	Agent-Clerk	Station	Emporia, Kansas
T 19	(19)	Block Op.		Lang, Kansas
20	(20)	Laborer: Air Appliances	Shop	Topeka, Kansas
T 21	(21)	Block Op.		Quenemo, Kansas
T 22	(22)	Block Op.		Pomona, Kansas
T 23	(23)	Block Signal		Neosha Rapids, Kansas
T 24	(24)	Block Signal		Melvern, Kansas
25	(25)	Messenger		Ottawa, Kansas

INSPECTION SHEETS

Eastern Division

Ross

SANTA FE RAILROAD

R.R. No.	Series No.	Occupation	Address
26	(26)	Cleaner	Ottawa, Kansas

8

City, Town or Shop: Argentine, Kas.

Division: Eastern

Railroad: Santa Fe

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed*
5. Cleaning	Car cleaners inside	21	0	15	32	June'18

Hours of each Shift.	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day	Total Hours Per Wk.
17	7 A. M.	12 to 12:30	5:30	same	10	70
4	7 P.M.	12 to 1	6:A.M.	"	10	70

Night Work: No rotation

Rotation:

(After 6:00 AM) night workers range in age from 30 to 40
(Before 6:00 AM)

Wages:

25	30	33	men 37 33

Nationality:

American

Not organized

Names & positions of persons interviewed:
Mr. Havens, Yard foreman
Mrs. Noles, Matron

Date Oct. 16. 1918

Agent Helen Ross

*Omit for "personal service"

WOMEN'S SERVICE SECTION U.S.R.A. No. 1.

1, 2, 4, 9

Argentine, Kas. Eastern Division Santa Fe

Car Cleaners

1

The car cleaners in these yards do inside cleaning only, dusting, mopping, scrubbing linoleum in vestibule and hallway, cleaning all the metal work, scrubbing and disinfecting toilets. The men do the blowing and vacuuming and all the outside work. The women empty the trash into large cans on the platforms which they put into sheet iron wheelbarrows and carry to the job car where men throw the refuse upon the car.

Women have been tried out on the outside work but did not prove satisfactory. This work entailed too much climbing up on ladders and reaching, the foreman explained.

Each woman is expected to clean three cars completely in a day. Sometimes they work two to a car and clean six.

2

The white women and the colored have separate rest rooms and toilets x in the same building and on the same side with the men's. Both rooms have tables, benches, water cooler, lockers, and adequate toilet facilities. The rooms were neat and clean. A matron keeps them in order and helps in the afternoons in the store room where small supplies are kept. She also takes care of two offices. No cots are provided.

The clerks have a separate toilet in the cleaners room which they keep locked.

4

The women seemed to be an earnest hard working group, mostly above thirty.

The foreman reported that formerly he had employed more women on night work but was dismissing them as he can find men to replace them, since they have not proved so satisfactory as the men on the night work. Supervision at night is practically impossible. The night workers have no leader. They work seven nights in the week "because the cars have got to move on Sundays the same as other days". Agent suggested the possibility of putting on a relief worker so that one night off might be granted. The night women as a rule lay off one night a week. Foreman has tried to arrange to give the women every third Sunday off.

5. The men do the heavier work and are paid 37¢ per hour.

x The toilets for the colored women were not screened in front whereas the white women's toilets are screened with the usual door.

9

As in former reports, agent urges the use of relief worker to avoid the seven day week, and the prohibition of this work at night for women if any other arrangement can be made. Agent believes this practicable in most places inspected.

12

City, Town or Shop:	Round House Division:	Railroad:
Argentine, Kas.	Eastern	Santa Fe

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed*
9. Roundhouse work	Engine Wipers	16	0	10	10	March, 1918
	Roundhouse ~~sweepers~~	5	0	all	8	" "
all 9	Calkers	✓				

Hours of each Shift.	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day	Total Hours Per Wk.
	7 A. M.	12 to 1	6 P.M.	same	10	70

Night Work: none

Rotation:

(After 6:00 AM)
(Before 6:00 AM)

Wages:

Leader 42 ✓

25 30 37 37

Nationality:

American

Not organized

Names & positions of persons interviewed:
Chief Clerk
Timekeeper
Matron, Mrs. Noles

Date October 16, 1918

Agent Helen Ross

*Omit for "personal service"

WOMEN'S SERVICE SECTION U.S.R.A. No. 1.

1, 2, 3, 4, 6, 7, 8, 9

9.

Argentine, Kas. Eastern Division Santa Fe

Memo on Roundhouse Work

1

Engine wipers at this roundhouse clean all of the exterior of the engine both below and above the running board. They scrape the grease and dirt from the lower part by means of a steel scraper and wipe off parts with waste. They climb over the engines and wipe the jackets and tanks, and clean the headlight and lanterns. They also sweep out the cabs and clean the decks.

White and colored work together, taking their orders from a white woman leader who receives her orders from the foreman. Usually all of them work at the same engine until it is cleaned; a certain part is assigned to the worker by the forewoman. Sometimes when it is necessary to clean the engine hurriedly because there is not time for it to be brought into the warehouse, the cleaning is done outside.

To clean the tanks, it is necessary for the worker to stand on a ladder. To clean the top parts and the lanterns the workers climb up by means of steps and iron rods, standing on the rods and leaning against the engine to maintain their position.

Roundhouse sweepers sweep up the trash in the roundhouse, gathering it into piles which they remove on a wheelbarrow and carry to a dump.

2

The colored sweepers and wipers use the rest room and toilet room, located in the rear of a box car which has recently been arranged for the purpose. The front part of the box car is used for the same purpose by the white women. Agent did not see inside except through a window, but the arrangement would seem to make it necessary for the colored women to go through the part used by the white women. The rooms are small, contain benches and tables and lockers. Toilet facilities seemed to be adequate. No cot is provided. For ten colored women, the space seemed hardly adequate for use as a dressing room or lunch room. The box car is near the Roundhouse. The key is kept by one of the women, the forewoman when she is there.

3

The engine wiper's work is sometimes disagreeably hot, especially when she is at work on the top of the engine. If the engine has just come in, there is usually a great deal of steam issuing from the front where the workers must climb to clean the lanterns.

This is an old roundhouse and is heated only by hot air pipes opening into the pits. It is impossible to keep the roundhouse warm, the foreman said. He questions how the women will stand the cold weather.

4

The women, white and colored, were working quietly together. The men who were doing repairing on the same engine seemed to be disposed to talk to the women, but some of them gave no response. Agent questions the advisability of having men and women working together in the roundhouse unless carefully supervised. This is part of the duty of the woman leader, who was absent on the day of inspection, the foreman explained,

6

Women work ten hours a day, including Sundays. The foreman says that most of them take a day off once in a while but not so often as once a week.

7

Foreman said it is now impossible to obtain sufficient number of men for this work. Many women apply for the work.

8

Women are equally efficient as the men in wiping engines and in sweeping work.

Women are steady in attendance, more so than the men.

9

Most of the women laborers are finding it necessary both as a matter of economy and of safety to wear some kind of uniform. Some wear regular men's overalls, but most of them are buying the new unionalls which many stores are now carrying. These unionalls vary greatly in material, style, and cost. Many of them are very badly cut and fit in a way that might be subject to comment. It seems to be a matter of importance that a satisfactory costume be worked out and provided at a less cost than most of the workers now pay, $3.50 to $4.00.

14

City, Town or Shop:	Division:	Railroad:
Argentine, Kas.	Eastern	Santa Fe

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed*
3. Car Dep't.	Laborers, Car yards	11	0	all	30	Nov. 1917

Hours of each Shift.	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day	Total Hours Per Wk.
	7 A.M.	12 to 1	6 P.M.	sometimes	10	60-70

Night Work:

(After 6:00 AM)
(Before 6:00 AM) None

Rotation:

Wages:

22 1/2 25 30 37 37

Nationality:

American Negro

Names & positions of persons interviewed:

Mr. Chester Daniel, C.C. to General Foreman, Mr. Stapp

Date: Oct. 16 and 21, 1918

Agent: Helen Ross

*Omit for "personal service"

WOMEN'S SERVICE SECTION U.S.R.A. No. 1.

1, 2, 3, 4, 6, 8, 10

Special Report 13 r 9
re toilets

Argentine, Kas. Eastern Div. Santa Fe

Car Dep't.
Laborers

-1-

These women work on the"Rip Track" which is the railroad term for Repair Track. Here the freight cars are brought to be repaired. As the old lumber and iron are torn away, the laborers pick up kindling, scrap, etc. and sweep up the yards. The wood and iron scrap is thrown onto small push trucks, which run on the tracks and is pushed to a dumping ground where some of it is burned, some stacked, and assorted. The women do the lighter part of the work, stacking kindling, picking up small scrap, assorting etc. They must sweep up the yards pick up the trash on forks and put it into the truck. They also sweep up some of the offices and the mill, loading the sawdust on the push trucks, pushing it down the tracks to the dump. The trucks dump automatically.

-2-

Their toilet is located in one end of a small shanty with door marked "Women". In the same shanty, not more than five feet away from this door is an open doorway and between the two an open window space, looking into the open stalls of a man's toilet. The shack is not more than eight feet from the track and the women must pass these openings as they go to their own part of the building. Beyond the shack a few feet is another toilet of the same sort, accommodating only one person and marked for women. Both these toilets are the out door unsanitary kind. The latter was the only accommodation which the 11 women had until they made complaint and then the one space was partitioned from the men's toilet for their use, as described. An odor was noticeable.

In another part of the yards is the dressing and lunch room, about one third of a box car, containing two shelves for eating tables, two benches, one wash stand, four lockers, mirror, water keg, and stove. A space no larger than 6 by 4 remained for the 11 women to dress and undress in. The room was neat and clean; one worker explained that they all realized the necessity of keeping the place clean during the influenza epidemic, especially such a small place.

-3-

Agent watched some of the women work, and saw no signs of excessive physical exertion. The trucks are pushed by several women at one time, and seemed to move easily. Men are employed to do the heavy lifting. The work requires constant stooping and lifting. The workers said it was not so hard as laundry work.

-4-

The women take their orders from a colored foreman, who seemed to be a kind, business like man. The women were quiet and orderly, and seemed to be of a superior type of colored labor. They come long distances to their work, and are regular in the their attendance, ordinarily. At present, half the force is off with influenza.

The women work all over the yards wherever there is cleaning to do- this means that they are widely scattered and makes supervision practically impossible. The Chief Clerk said they had no cause to complain of the conduct of either men or women.

-6-

The women are not required to work on Sundays, but some of them do. The average on Sunday work is about three. 8- see 10.

General Complaint--

Of the workers against the toilet and dressing room facilities.

Agent failed to see Mr. Stapp, General C ar F oreman, on the first visit, and returned later to find that he was ill. Agent reported conditions as she had seen them to Chief Clerk, who said he thought Mr. Stapp was ignorant of them, and he will report immediately to Mr. Stapp.

Chief Clerk, Mr. Daniel, said that plans are made and work has begun for a large lavatory and dressing room for the women, one part for the colored and the other for the white women. Although there are no white women employed there now, the fo eman is expecting to take on at least eight to do the work in the Air Department when the facilities are ready. He will see that adequate locker space is provided for the women now employed until the new facilities are completed.

General Complaint of

Of the workers that they have not received any back pay. Many of these women have been employed for six months or more, and they have as yet received no back pay. Agent reported this to Chief Clerk, who will take up the matter immediately. The colored foreman said the women had complained to him also, but that he could not find out anything about it.

On October 16, the women first received the new rate of 37 cents.

Twoof the women bringing complaint are

Anna Scott, 34 North 22nd. Street, Quindaro, Kas., employed since Jan. 1918
Sarah Thurston, 3336 N. 23rd. " : " " Nov. 1917

15

City, Town or Shop:	Division:	Railroad:
Argentine, Kas.	Eastern	Santa Fe

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed*
10. Shop Work	Laborers, Outside	14	2or3	all	13	Jan. 1918

Hours of each Shift.	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day	Total Hours Per Wk.
	7 A.M.	12 to 1	6 P.M.	0	10	60

Night Work:

(After 6:00 AM)
(Before 6:00 AM) None

Rotation:

Wages:

25 30 37 37

Nationality:

American Negro

Names & positions of persons interviewed:

Mr. Havens, Coach Yard Foreman

Date: October 16, 1918

Agent: Helen Ross

*Omit for "personal service"

WOMEN'S SERVICE SECTION U.S.R.A. No. 1.

1, 2, 3

gentine, Kas. Eastern Division Santa Fe

Laborers

1

These laborers sweep the yards. pick up papers and scrap on the tracks and in the yards, put the trash in sacks or wheelbarrows according to its character and wheel it to the dump where iit is loaded on the job cars by men. The foreman considers this work of shoveling the trash up onto the cars not fit work for women.

2

See memo on Car Cleaners.
The same toilet and rest room are used by the laborers.

3

These women have been employed since last January and some of them have been tried out in the winter weather. One reported that she suffered greatly from rheumatism as a result of the winter work.

*Mamie Cunningham, 1633 S. 19th, Argentine

16

Freight House

City, Town or Shop: Kansas City, Mo.

Division: Eastern

Railroad: Santa Fe

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed*
17. Warehouse Work	Truckers	21	0	All		shortly before Sept. 1, 1918
	~~Checkers~~	~~8~~	~~0~~	~~0~~		

Hours of each Shift.	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day	Total Hours Per Wk.
	7 A.M.	12 - 1	5 P.M	none	9	54
	8 A.M	12 - 1	6 P.M	"	9	54

Night Work: none

(After 6:00 AM)
(Before 6:00 AM)

Rotation:

Wages:

30 37 37

Nationality:

American.

not organized.

Names & positions of persons interviewed:

Mr. Hitchcock, Freight Agent
Mr. Wheaton, General Foreman.

Earl Jones, Trucker
1920 Locust St., Kansas City. Mo.

Date: October 17, 1918

Agent: Helen Ross.

*Omit for "personal service"

WOMEN'S SERVICE SECTION U.S.R.A. No. 1.

Memo on 1, 2, 4, 6, 7, 8, 9

9

as City, Mo. Freight house Santa Fe

Truckers

1

The Out Freight House truckers pull trucks loaded with material by men from cars to platform to be reloaded or sent out into the city on wagons. The trucker chooses her load from a group of trucks standing in the doorway. The loaders are instructed to load the trucks less heavily for the women, and she is not forced to carry a heavy load. She does not pull the truck over the iron pass way which is laid across the space between the platform and the car, but leaves the truck for a man to unload, takes back an empty truck, and returns with another load.

The In Freight House truckers' work varies from the above in that they pull trucks across the iron pass way mentioned into the cars and sometimes help unload, this depending on the weight of the goods. Questioned as to the reason for this difference, the General Foreman said merely because it had become customary. The two freight houses are under the supervision of different foremen.

The trucker sometimes pulls her load the full length of the warehouse, about 150 yards or more, sometimes not so far. She rests only during the time that she is returning an empty truck.
See figures under 7.
Only when the trucker pulled the truck across the iron passway from platform into the car did she show any signs of muscular strain, since this means pulling over a slight incline, but all questions brought the answer that the work did not seem hard , and that it was easier than laundry work. The weight of the goods is so balanced on the truck that the entire burden is not felt.

2

The comforts of these women is at present very poorly provided for. Both Foreman and Agent explained that this was due to the facts that the women have been only recently employed, that the matter was considered an experiment at first, and on September 28th, the order had come from Mr. Holden, the Regional Director, saying women should not be employed as truckers.

The dressing room, about 8 x 10, is in the In Freight House which is across the street from the Out Freight House. It contains two benches, two chairs, no washing facilities other than a tin basin and no lockers; it was dirty. The room is badly located near the entrance to the offices of this building. Down a dark passageway between shelves of dirty files, we were led to the entrance to the women,s toilet which is marked by a chalked sign "Women ", passing again in a dark passage where there are four unscreened toilets, with automatic flush. This place was very dirty and dark. Scraps of dirty newspaper were lying about on the floor.

Several of the women wear unionalls, but most of them wear their old clothes of a nondescript kind. Some of them said that they could not yet afford to buy the unionalls and they had to wear out their old clothes. One woman wore trousers which her husband had left when he went to war. She said she could not afford to buy other clothes when she had these. All of the women wear hat or cap of some kind.

Men and women work together in the warehouse, but all seemed orderly and business like about their work. A foreman keeps strict supervision over them. When the women were first employed, the General Foreman talked to all the men telling them that the women were to be regarded as equals and that no intimacy was to be tolerated. Several of the first women were dismissed because their conduct was not proper, and this has had a wholesome effect on the rest of the women as well as on the men, So many women have applied for the work that a vacancy can be filled easily. Both the men and women recognize therefore that their employment depends on good behavior. No woman is allowed to go in to a box car except to take her load if so required. If she is found there for any other purpose she is dismissed. Interviews with the women disclosed the fact that they realize that they are under close supervision and that they are too pleased with their work to jeopardize their jobs.

Only at the noon hour did the agent see any signs of relaxation of this attitude. Then several couples were seen in various parts of the warehouse talking together. Often the women were lying down on a pile of merchandise or reclining on their trucks. Nothing disorderly was observed. The foreman said that a watchman stayed in the warehouse at noon and that he reports any misbehavior, but the agent questions if one watchman could look after this satisfactorily in such a large place as this warehouse where stacks of merchandise keep a view of the entire place obstructed. The foreman thinks they are perhaps not sufficiently careful about the noon hour. This would be corrected in part by the provision of a decent lunch room furnished with several cots, tables etc.

The women take their orders from a colored foreman. They work in teams of three or four each. The foreman has not tried having a woman leader.

All the women seemed very quiet, orderly and businesslike, and most eager to please. They are all greatly disturbed that they are going to be dismissed from the work, which pays them much better and seems more desirable to them than housework or laundry work in which the majority of them were formerly employed.

The following are the condensed remarks of two, who were interviewed.

1920 Locust St.

1. Pearl Jones, age 21, the youngest employed, has had three years of High School, and has formerly been engaged in housework:

"All the colored women like this work and want to keep it. We are making more money at this than any work we can get, and we do not have to work as hard as at housework which requires us to be on duty from six o'clock in the morning until nine or ten at night, with mighty little time off and at very poor wages. Eight dollars is considered good at housework. Nine dollars is good in a laundry and that is the hardest work a woman can do.

"What the colored women need is an opportunity to make money. As it is, they have to take what employment they can get, live in old tumbled down houses or resort to street walking, and I think a woman ought to think more of her blood than to do that. What occupation is open to us where we can make really good wages? We are not employed as clerks, we can not all be school teachers, and so we can not see any use in working our parents to death to get educated. Of course we should like easier work than this if it were opened to us, but this pays well and is no harder than other work open to us. With three dollars a day, we can buy bonds to

take care of us in our old age, we can dress decently, and not be tempted to find our living on the streets.

"We have a poor dressing room but colored women have to be satisfied with what they can get and we know the conditions here will be better if the women are allowed to stay.

"The only time our work is heavy is when we have to pull the trucks over a bad place on the platform but the men are always good to help. Please dont take this work away from us."

2. Employed for one month, formerly a chambermaid.

"This work is easier than any house work or chambermaid work I ever did, and the hours are better so that I do not get up in the morning all tired out from the day before. I feel no strain and I have not heard any of the women complain that the work is too hard, The trucks balance themselves. We take any load we want to pull and some of the trucks are always loaded light for the women.

"The men are nice to us and there is no fooling here, because they are very strict with us. One woman was dismissed just because she was seen carrying a little open pocket knife as she walked down the warehouse. We do not have anything to say to the men and they do not notice us.

"The work made us very tired and our arms were sore at first until we got used to the pulling, but now we do not feel it at all. Almost all of us have done much harder work than this."

3. Employed since women were first taken on.

"I don't go home tired now and I am always glad to get up in the morning. When I did housework, I wished that morning would never come."

6

9 hour day, 54 hour week. Covered by state law. Last summer when the warehouse was greatly behind , the women worked for several Sundays, but not in a seven day week.

7

The warehouse began to feel shortage of labor seriously last summer and was for a while 450 cars behind. Not only were men difficult to get, but the quality of labor was so poor that foreman decided to try women at the work. Mr. Hitchcock explained the quality by the fact that men were so in demand that they could go easily from one employment to another, and that they therefore exerted little effort to do efficient work, During this time, the men averaged 1331 pounds carried per hour, according to test.

Women were introduced, only a few at first, secured through the negro men employed there. As soon as the news spread about the neighborhood, women applied in great numbers, and 85 were taken on. These women proved good steady help and the warehouse was able to keep up with its work. Since the order against trucking for women was received on September 28th, the General Foreman has been replacing the women with men as he can secure them. The number has been reduced to 21.

The women have been steady in their help and rarely take a day off. They have been more regular in attendance than the men, and the turnover has been slight.

8

Mr.Hitchcock made a test of two days duration to test the relative efficiency of the men and women truckers with the following results:

Women averaged 186 pounds per load and carried 7 loads per hour, making 1302 pounds per hour.

Men averaged 295 pounds per truck and six trips per hour, making 1704 pounds per hour.

The above test was made in the In Freight House. The Out Freight House showed the women carrying 1682 pounds per hour as against 1751 pounds carried by the men.

The most interesting comparison comes when these figures are taken with the men's average number of pounds per hour before the women were employed, 1331 as against 1704 and 1751. Mr Hitchcock attributes the increase in the efficiency of the men directly to the introduction of the competition of the women, and he predicts that the efficiency will immediately decrease with the withdrawal of the women.

The problem therefore looks most serious to the warehouse officials. They are replacing the women with men as rapidly as possible, but with a poor grade of labor. The warehouse affords no other work into which to absorb the women dismissed.

The officials are ready to comply with any rulings regarding the comfort and safety of the women; plans were made to provide the proper facilities for their comfort when the order was received. They are, as indicated above, complying with the order, but they feel that the problem should be given careful study.

9

Agent thinks that such a study might well be made with the view to working out a code of rulings regarding the use of women as truckers, to safeguard the health and welfare of the women, especially since the work required of women truckers seems to vary greatly with the community even as the attitude of the men and women workers varies with the supervision.

It is noteworthy that the colored women who will do this work are superior in type to the white women observed in the same work.

✓ 26

City, Town or Shop	Division:	Railroad:
Ottawa, Kas.	Eastern Div.	Santa Fe

Class	Occupation	Number Women	No. under 21 years	No. Children under 16	Number Colored	No. men same Occupation	Date firs Employed*
3. Car Dep't.							
	Laborers	2	0		2	2	June 1918
	Janitress	1	0		1	0	Oct. 1917
5.	Cleaners						

HOURS

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day	Total Hours Per Wk.
	7 A.M.	12 to 1	6 P.M.	0	10	60

Night Work: Rotation

Ages of Women on night work

Wages: before Order No. 27	Under Order No. 27	Present
Janitress began at 20 22	34	34

Nationality:	Union membership
American negro	no

Names & positions of persons interviewed:

Miss Crawford, Messenger
Workers

Date Nov. 14, 1918 Agent Helen Ross *Omit for "personal service"

WOMEN'S SERVICE SECTION U. S. R. A. No. 1.

NOV 1 8 1918

Ottawa, Kas. Eastern Div. Santa Fe

Car Dep't.- laborers

-1-

The work of these women is the same as that formerly described on the Repair Track. They rake up the small kindling, resulting from the carpentering work done on the freight cars in the yards, and pick up the small iron scrap. Men gather up the kindling and the scrap and put it into the push cars. The women also sweep out the freight cars both before nad after the repair work is done. They have no heavy lifting to do unless they need " to get a board out of the way".

-2-

Small outside toilet has recently been built for the yard women and the janitress. The latter keeps it clean. It is very remote from the women's work, but is placed necessarily away from the repair tracks, and the distance is apparently unavoidable.

-3-

Both women had been in general house work before, and both said they found this work less tiring. One said she had"got fat on the work", that she had a good appetite, and was sorry when the day ended.

-4-

Both middle aged women, quiet and orderly about their work. Several other women were employed at this work, but they left when the weather began to get cold. They said they had been well traated by the men in the yards.

Both were in overalls.

70-93 incl.

56

INSPECTION SHEETS Ross

Illinois Series SANTA FE RAILROAD

R.R. No.	Series No.	Occupation		Address
T 70	(1)	Phone Block Op.		Ancona, Ill.
71	(2)	Wipers	Round House	Chicago
Pullman #3 RR	(3)	Coach Cleaner	Santa Fe Yards	18th & Wentworth, Chic. Pull
73	(4)	Laborer	Car Department	Corwith, Ill.
Sb 74	(5)	Clerk Sb.Op.	Frt. House	Corwith, Ill.
75	(6)	Laborer	Store Dept.	Corwith, Ill.
76	(7)	Track Cleaner	Transportation Dept.	Corwith, Ill.
77	(8)	Clerk	Reclamation Dept.	Corwith, Ill.
78	(9)	Laborer	Reclamation Dept.	Corwith, Ill.
79	(10)	Machinist's Helper	" "	"
80	(11)	Engine Wiper Laborer	Locomotive Dept.	Corwith Junction-Chicago
T 81	(12)	Phone Block Op. Tel. Block Op.		Drumond, Ill.
T 82	(13)	Phone Block Op.		Ransom, Ill.
T 83	(14)	Phone Block Op.		Lorenzo, Ill.
T 84	(15)	Phone Block Op.		Kernan, Ill.
85	(16)	Clerk	Frt. House	Joliet, Ill.
T 86	(17)	Phone Block Op.		Verona, Ill.
T 87	(18)	Phone Block Op.	Interlocking Plant	Willow Springs, Ill.
T 88	(19)	Phone Op.-Agent		Wilbern, Ill.
T 89	(20)	Phone Block Op.		Lemont, Ill.
T 90	(21)	Phone Block Op.		Lockport, Ill.
T 91	(22)	Phone Block Op.	Interlocking Plant	La Rose Ill.
T 92	(23)	Tel. Block Phone	Interlocking Plant	Toluca, Ill.
93	(24)	Coach Cleaner	Passenger Round House	Chicago

INSPECTION SHEETS

Ross

Chicago Series

Santa Fe Railroad

R.R. No.	Series No.	Occupation		Address
94	135	Clerks	Local Freight Office	Chicago, Ill.
95	136	Matron	" " "	Chicago, Ill.
96	137	Messenger	" " "	Chicago, Ill.

Santa Fe Series #72

City, Town or Shop: Chicago, 18th and Wentworth

Division: in Santa Fe yards

Railroad: Pullman Company

3

Class	Occupation	Number Women	No. under 21 years	No. Children under 16	Number Colored	No. men same Occupation	Date first Employed*
5 Cleaning	Coaches inside	21	1		all but one	15 (6 white)	always

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day	Total Hours Per Wk.
	7 A.M.	12 to 12:30	5:30 (work 3 in 4)		10	60-70

Night Work: Rotation

Ages of Women on night work

Wages: before Order No. 27	Under Order No. 27	Present
1/1/18 21	33	33

Nationality: All negro but one, an Alsatian

Union membership: no

Names & positions of persons interviewed:

Mr. George T, Keenan, Storekeeper
Mr. Vanderslice, Foreman

Date: Nov. 21, 1918

Agent: Helen Ross

*Omit for "personal service"

WOMEN'S SERVICE SECTION U. S. R. A. No. 1.

1, 2, 4, 5, 6, 7, 10

NOV 30 1918

icago Pullman Company

Cleaners

-1-

Except for one woman, these cleaners do only inside work. The coaches are first vacuumed by the men- the carpets are cleaned on the floor- then the women wash the windows, wash and wipe all the woodwork. The last process, putting on the head rests, is done by a little Alsatian woman, the only white woman employed. As in the Santa Fe cleaning described, all the metal cleaning is done by one woman. Another, called the vestibule woman, washes and wipes all the doors and the walls of the vestibules; another scrubs the vestibules. The only woman on outside work washes all the st steps and brass rods. This work was formerly done by a man, and is paid for at the men's rate, 38 cents an hour.

From 15 to 20 coaches are cleaned daily. The women usually work two in a gang.

Two of the women listed as cleaners work in the linen room where all the soiled linen from the Pullman coaches is brought on trucks by men to be sorted, counted, and sacked by the women. They have a printed form on which they write the numbers of each article; and the numbers of the cars from which they are taken. This work was formerly done at the laundries, and has recently been taken care of by the Pullman Company

-2-

The woman's toilet is adjacent to that used by the engine wipers and Santa Fe cleaners. This is a small compartment pertitioned from the men's division by a frame wall, which does not extend as high as the ceiling. It is easy to hear everything in the men's division, and the worker who showed the place to the agent said that the women could hear all kinds of ugly talk through the wall. The room was dirty. No one is responsible for its care. Until recently, the women had no key, and frequently, they found men there. Now they keep a key in the office.

Their lunch room was visited during lunch hour. It is an upstairs room and is accessible only through the men's lunch room and dressing room by a steep flight of stairs. The women were found sitting around the walls of a small low room, having one dirty window, and no ventilation. The room is heated from the steam in the room below and there is no place for the women to heat their coffee. There is no place for whatever for the women to wash unless they wash under the faucets in the yards. Their clothes were hanging around the walls- no lockers are furnished. Frequently as the women go upstairs to their room , the men are dressing below in the room through which the women must go ~~to get upstairs~~. One woman, a very neat, capable looking worker, said that the women had often wished they might have more decent accommodations.

The foreman said that it is now up before the Santa Fe and Pullman companies to enlarge the present building for the use of all the women in the yards. The foreman and storekeeper were both embarrassed to show agent the conditions under which the women work.

-4-

A very energetic group of negro women, all steady workers on account of the wages, the foreman said. They had much trouble with the workers before the wage increase; they

The women take their orders directly from a foreman, a white man.

-5-

All of these women receive 33 cents an hour except the one who does steps. This is considered a man's job and pays 38 cents. All outside work is considered man's work and is paid at the higher rate.

Cleaners Cont'd.

-6-

The women work three Sundays out of four, but do no night work.

-7-

A great shortage of male labor for this kind of work has been felt for more than a year . The women are more satisfactory for the outside work.

-10-

Lizzie Bell, 3852 La Salle Avenue, complained that she was doing a man's work and not getting a man's pay. She goes first to an office in the neighborhood to clean the office, and then comes to the yards to do the vestibules of the Pullman coaches. She is expected to be at the office at 6 o'clock in the morning, and to leave her work in the yards at 4:30 P.M. thus doing 10 hours work. However she says she can not finish at this time and frequently stays an hour later, drawing no extra pay. Furthermore, she says she must go to work at 5:50 A .M. in order to get the cleaning done Before the men arrive.

Agent presented the case to the foreman and to the Storekeeper. Foreman said that the work is rated as a woman' s job because it is considered inside work, and that the woman is not required to work overtime; also that he will see that the woman leaves her work on time.

Store Department

L 75

Corwith, Ill. Ill. Div. Santa Fe (6)

Class	Occupation	Number women	Under 21	Men	Colored	Date first employed
10	Laborers outside	5	0	3	all	July, 1918

HOURS

Begin work	Lunch period	End work	Sunday	Total Per day	Total Per week
7 A.M.	12+12:30	5:30 P.M.	400	10	60

Wages : Before Order No. 27	Under Order No. 27	Present
July, 1918	Sept. 1/18	
32 1/2	40 1/2	40 1/2

Nationality

Negro

Union Membership

no

Interviewed
Mr. Howatt, Chief Storekeeper
Workers

Date November 21 and 25 Helen Ross

Copy of card No. 1

1, 2, 3, 4, 8

Corwith, Ill. Ill. Div. Santa Fe

Store Dep't.

Laborers

-1-

One of these women is employed temporarily in the store house, unpacking and putting away material, while she recovers from influenza, but she works ordinarily with the others "on the wood pile". These women are working in the yards sawing, stacking and loading old railroad ties to be used for fire wood. A man works with them and helps to run the saw which is controlled by a gasoline engine. The four women lift the tie, one at each end and two in the middle, onto the rack about four feet high, lift the rack up and push it over a few inches to meet the saw. The tie is cut into two pieces. These are then stacked by the women. Sometimes they cut the ties into small blocks, throw them to one side and later load them onto cars to be shipped out.

Agent visited the place during a snow storm and found the women and the men with their foreman in their "shanty", waiting for the storm to let up.

-2-

The shanty is a small room about 12 by 12, containing benches and a stove. Several of the workers were sound asleep. This room is used by both men and women as a lunch room and dressing room. The women are dismissed earlier than the men.

Their toilet is described under Track Cleaners, Transportation Department.

-3-

A railroad tie weighs 150 pounds. The women assured the agent that they did not find the work heavy, that four always did the lifting, and that the longer ties are always lifted by the men. "We need the work and so we find it light", one said. The small blocks weigh from 19 to 20 pounds. The women lift these up to the open side of the car. A man stacks them.

(Pictures were taken, and will be sent later).

-4-

An energetic group of colored women. All are married. Two are widows, one is deserted, and the other has a sick husband. They all say that this is the best pay they can get anywhere.

Formerly more women were on this work, but they drop out as the weather gets colder. Mr. Howatt said that all the work will have to stop in the extremely cold weather, because the machine will not run.

-8-

The women have proved better than the male help available.

Reclamation Department

(9)

City, Town or Shop: **Corwith, Ill.**

Division: **Ill.DIv.**

Railroad: **Santa Fe**

Class	Occupation	Number Women	No. under 21 years	No. Children under 16	Number Colored	No. men same Occupation	Date first Employed*
?	Laborers	48	1		15	about 200 see notes	November 1917

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day	Total Hours Per Wk.
	7 A.M.	12 to 12:30	5:30 P.M.	0	10	60

Night Work: Rotation

Ages of Women ~~xxxxxxxxxxxx~~ **mostly above 30**

Wages: before Order No. 27	Under Order No. 27	Present
25	391/2	391/2

Nationality: **Polish, Russian, and negro**

Union membership: **no**

Names & positions of persons interviewed:

Mr. Graham, Superintendent of Reclamation Department

Date **Nov. 22, 1918** Agent **Helen Ross**

*Omit for "personal service"

WOMEN'S SERVICE SECTION U. S. R. A. No. 1.

1, 2, 3, 4, 5, 6, 7.

NOV 30 1918

Corwith, Ill. Reclamation Department Santa Fe

Introduction

This department takes care of all the scrap from all the Santa Fe lines. The scrap is brought into the yards in train loads, unloaded by means of a magnet in the yards, and there sorted into 96 different classes, and thence removed to various parts of the yards to under go various treatment. The department has been established for nine years; last year, it cleared for the company $480,000. Much of the classified scrap is sold directly to the junk dealers of the city, but all that can be used in the yards is converted into material which can be used by the company. For instance, all old tin cans and pails are flattened out in the rolling mill, and then made into oil cans, paper files etc.

All of the buildings in the yards are made of scrap; the frame work of one is made from old steel girders from an abandoned bridge; the buildings are covered with old corrugated tin and the sides of tenders etc.

Several years ago when Mr. Graham found it increasingly difficult to secure sufficient labor for his department, he arranged with an employment agency down town, which deals chiefly with such "flops" as are kept by the notorious Bath House John and Hinky-Dink, to send him labor. The laborers were promised that they should have their pay as soon as they wanted to quit if that were at the end of a half day and thus it was soon possible to hire all the floaters necessary to keep up the work in the yards. The average length of stay has been six days, but Mr. Graham tells one proudly that he has kept many of the floaters and has made men of them. He agreed with the agency to build a bunk house to take care ofthe laborers, about 125 ofthem if the ageny would furnish the bunk house and carry on a dining room. The plan carried, and a decent bunk house was built, containing good iron beds, shower baths etc. Adjoining is a dining room where board can be obtained at $5.50 a week. Meals at 30 cents each are furnished the other employees.

When the plan was initiated, Mr. Graham tried with success the unique scheme of paying 25 cents an hour to all those who would remain as long as two weeks; if they left earlier, their pay was 20 cents. This plan is now abandoned for a straight 39 1/2 cent rate.

About 525 men in entire department.

Corwith, Ill. Ill.Div. Santa Fe

Reclamation Dept.

Laborers. +

The 48 women classes as laborers are doing various kinds of work.

Faggot making.

4 negro women were making faggots of iron to be melted and welded into iron rods. They work at a table where iron scrap is heaped up. They first make a little trough of three pieces of iron about three feet long, fastened together by means of iron clamps about an inch wide. This trough they fill with iron scrap, old bolts, nuts, screws etc. until it reaches the proper weight- from 90 tp 125 pounds- (the trough is built up on scales), then more clamps are fitted on the top of the trough and the whole is tied around with wire at both ends. Then two women lift the faggot to a push car which stands on a track behind the work bench. When this is filled it is pushed by men to the furnaces which are in the same building. One negro man works with the women and directs their work. He also keeps an account of the number each woman makes in a day because this is piece work, and pays at the rate of 5 to 9 cents a faggot, according to size.

Other women throw up the scrap on the tables for the above work. The small scrap is brought into the building from the yards on wheelbarrows by women.

Adjoining this building is a small room where another woman operates the clamp machine which bends the small pieces of straight iron into a clamp to be used in making faggots. She sits on a small bench fastened to the machine, places the iron in the machine, presses a lever with her foot, which brings down an iron press. With another piece of iron, she pushes the bent one onto the floor opposite her . These are picked up by a negro man who carries them to the faggot making women.

Assorting nuts.

In an old box car room, one woman assorts nuts, which are brought to her in a wheel barrow. On a table she has arranged all the sizes of nuts, to which she measures them and then throws them into bins. The car was heated by a small stove.

In the same room a man was working at a vise, refitting nuts on bolts.

Wire room

In a box car room, three women straighten wire for use in making faggots. The wire is brought to them cut into the proper lengths, and the women straighten it by means of a hammer and an anvil. These three women have been engaed in this work for six months, and uring that time have done the work of seven men employed formerly. The day was cold, but the women were warmly dressed and they kept their door open. The car is heated by a small stove.

Weighers.

Two women, one in themill and the other in the blacksmith shop weigh material as it is brought to the scales in barrows, record the weight. One sits in a small room partitioned off at the end of the shop; the other sits in the shop itself. One of these women had been a cashier in a grocery store; the other had never worked before.

Scrap sorters.,outside

Two women were found working at the central scrap pile where the lowest grade of labor is employed. About fifty men were working there at the same time. The work consists in dragging out from the pile by means of a short iron hook various kinds of scrap, bringing it out to little classifdied piles whence it is again assorted if necessary and carried to bins. The women were working at small scrap and doing no heavy work.

Reclamation Department, cont'd.

Scrap sorters, inside

Two women, colored, were sorting small scrap in one large bin, separating the iron, copper, babbitt etc. and thrwing each kind into different pails. They used a magnetized file, and they said they rarely made a mistake in the kind of metal. They were sitting on low stools.

Both are widows; one had been a laundress; the other acateress. Both had been in this work for more than ten months.

Sorters and balers.

Four white women, middle aged, were separating lino-felt from paper, which come come into the yards in bales and must be separated because the felt without the paper is worth $65.00 a ton, and with the paper, will bring only $4.00 a ton. The women pry open the bales, cutting the wire with tweezers, then separate each piece, throwing the material into different piles. T hen they help to fill the baling machine, which is operated by a man, who stacks the bales.

The work is done in a small box car room which is not heated. The women were warmly dressed. The roof was leaking badly from the melting snow, and the floor was very wet where the women had to stand and sit at their work. This work has been done by women only since summer. Mr. Graham thinks it will be necessary to put up a stove if the women continue through the cold weather, though he thinks they will likely not stay as the weathe r grows colder.

Store house laborer

One woman laborer is employed in the store house to scrape the paint from pails, cans etc. that have been made from old tin before they are painted. She also washes some of the tin ware before it goes into thepaint room. She is the only woman among four or five men in the same small room.

Painter

In an adjoining room, one woman paints all the pails, files and other tin ware that have been made of old material. She does the work which formerly demanded the service of two men.

Laborers, Mill

Two women sweep and clean up the mill. They also help the rod cutter. As the iron is cut into rods, the pieces are dragged out on a skid made of rails. The women stand on each side of the skids, and push the rods across to a wheel barrow. Then they wheel, four to a barrow, to the yards to be stacked. Agent saw them handling one inch rods cut into ten foot lengths. They also pick up the small pieces of rods, cut off the main piece, put these on a wheel barrow, and take them to be weighed, then to be put in the proper bin. Agent saw one woman with a wheel barrow load that recorded 190 pounds weight.

Other outside laborers

Ten or twelve women, colored, form another gang of outside laborers, whose work is varied. Sometimes they pick up scrap, put it on a push car and carry it to the bins; sometimes they load material to be sent away. Agent saw ten of them pushing a car loaded with iron scrap;apparently not difficult. On second day os onspection, seven of these women were loading couplers, which weigh about 250 pounds each. One woman held the truck, while another pulled a coupler from therow, turning it about so that the woman with the truck could thrust the truck end into the opening at the end of the coupler, then pushing it onto the truck. One woman pulled the truck

Corwith, Ill. Ill. Div. Santa Fe

Reclamation Dep't., cont'd.

while two pushed it twenty feet to the run way up into the car. At the foot of the ru runway, two more women met the truck with iron hooks which they fastened to the truck Thus with three women pulling, and two pushing, the coupler was got into the car. Here a man unloaded the coupler and put it in place. Agent visited at 11 A.M. Since 7:30, the women had loaded more than 120 couplers.

The youngest of these women was twenty seven.

This gang has a white foreman. Mr. Graham once tried having a woman leader, but found it unsuccessful. The women did not like to take orders from another woman.

Janitress.

Cleans offices, toilet, lunch room etc.

-2-

A small brick building, which was used formerly for the men only, has been divided in order to accommodate the women, so that they enter from the opposite It contains three toilets, screened between but not in front. A janitress keeps it very clean. The white and colored women use the same toilet.

Both groups also use the same lunch and dressing room, a low building which contains two long tables and benches, a small stove, shelves to hold the pails and tin wash basins; no lockers. The women have no lavatory, and the water for washing must be carried by the janitress from the machine shop about 100 yards distant. She said that she carries about 11 buckets of water daily, though not always so much in cold weather because, the women do not wash so much then.

Agent visited during lunch hour, and found the white and colored eating together. The janitress heats their coffee for them or anything else they wish to have warmed. Mr. Graham is planning to install a larger cooking stove with reservoir.

-3-

Much heavy lifting is entailed by some of the work described. The work is being done by a strong looking group of foreign and colored women. No standard of weights has been established or thought of, the officials trusting to the women to do no more than is good for them. Some of them are much exposed to weather, but they will likely leave the work during the winter months.

Some wear overalls; not required.

-4-

Mr. Graham spends most of his time in the yards and apparently keeps a very close supervision over everything. The women except in the case of the woman in the nut room work in groups or very near each other. The women on the scrap pile were probably the most exposed to danger. Agent noted on her second visit that these two women had been taken off the work, one put on inside work , and the other dismissed. The latter was discharged because of drunkenness. On Friday last she left her work with a man whom she took to her home. She returned to her work on Saturday drunk and was dismissed. Mr. Graham said that this is the first experience of this kind he has had with the women. It seems reasonable to expect among such a group as is employed on the scrap pile. When the women first came here to work, Mr. Graham dismissed three men because they whistled to the women and made unpleasant remarks, and he said that this action had the desired effect and that he has been bothered no more in this way.

Wages same as men's in each group. 25¢

Reclamation D ep't. cont'd.

-6-

Hours are shortened to nine in the winter months, (ending at 4:30 P.M.) beginning November first, on account of the early darkness. No Sunday or night work.

-7-

See introduction.

Mr. Graham has been much pleased with the women's work, and plans to keep all he has taken on, though he will probablty take on no more during the winter. He finds it unnecessary to watch the women so much as the men. They are steadier in attendance.

Many of the women are wives of employees.

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Reclamation Department

Corwith, Ill. Ill. Div. Santa Fe

(10)

Class	Occupation	Number women	Under 21	Colored	Men	Date first employed
2 10	Machinists' Helpers	8*	1	1		November, '17

HOURS

Begin work	Lunch period	End work	Sunday	Total Per day	Total Per week
7:30 A.M.	12 to 12:30	4 P.M.	0	8	48

Wages: before Order No.27	Under Order No. 27	Present
30 on 1/1/1918	45	45

Nationality	Union membership
Polish, Bohemian, Negro	no

Interviewed

Mr. Graham, Sup't. Reclamation Department

Date- November 22, 1918 Helen Ross

Copy of card No. 1.

* These women are carried on the pay roll as Machinists' Helpers, though two work in the Valve Room, four on the nuttapping machines, one in the hose room, and one at the fitting bench. See Description of work in memo.

1,259.

Corwith, Ill. Reclamation Department Ill. Div. Santa Fe

Machinists' Helpers

-1-

Valve Room

Two women clean, repair, test valves. A gent saw them working on cut out cocks, one testing, the other painting them.

The former had worked at machinery before ; the latter had been in house work formerly.

Hose Room

One wman assists in the hose room where old hose is stripped by machinery, repaired, packed etc. This woman helps in all theprocesses. She has been in this work for one year; was a janitress formerly. She is married, and has two children to support. Her husband has deserted her.

Nut tapping machines.

Four women are employed on the nut tapping machines. Each machine is fitted with six drills which the women feed with old nuts to be retapped. Each drill is released by a foot lever. The women do not work fast and yet they keep up with the machine, going from one drill to another, releasing and feeding. They must stand all day at this work. It requires little skill. The women learned rapidly. They now get out as much work daily as the men who preceeded them on this work. Women were put on this work only three months ago.

One woman , aged 27, had worked in a machine shop before; another, age 21, had also been employed in a machine shop; Two others, age 39 and 20, had never worked before. The latter is a widow with two small children.

Fitting bench

This is a colored woman. She works at a vise,fitting nuts on bolts.

-2-

See notes on Laborers, Reclamation Department.

All wear overalls.

-5- and -9-

These women are incorrectly rated according to the work of the usual departments. It may be that the character of this department accounts for the difference though agent can see no reason for this. The men in the same work are getting the same rate of pay, "except in the case of long experience", Mr. Graham said.

70

(1)

City, Town or Shop	Division:	Railroad:
Ancona, Ill.	Ill.	Santa Fe

Class	Occupation	Number Women	No. under 21 years	No. Children under 16	Number Colored	No. men same Occupation	Date first Employed*
15 Telephone	Block	2	2			1 Agent	
		Daughters of agent.					

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day	Total Hours Per Wk.
1	12 N	4-5	10 P.M.	same	9	63
1	10 P.M.		7 A.M.	"	9	63

Night Work: Rotation none

Ages of Women on night work 20 and 18

Wages: before Order No. 27	Under Order No. 27	Present
61	61	61

Nationality:	Union membership
Am.	O.R.T.

Names & positions of persons interviewed:

Miss Dyck, Second trick operator

Date Nov. 16, 1918 Agent Helen Ross

*Omit for "personal service"

WOMEN'S SERVICE SECTION U. S. R. A. No. 1.

1, 3, 4

NOV 30 1918.

Ancona, Ill. Ill. Div. Santa Fe

Telephone

-1-

Operators block trains, do some clerical work, sell tickets, and keep the station clean. Their father, the agent, looks after the freight and hangs the lantern and takes it down for the girls. The third trick operator hangs the mail for one train. The second trick operator "works" one train, putting on the mail, express , baggage etc., but her father is there to help if the work is heavy. If the father is not there, the trainmen help, the operator said.

This is an interlocking plant with 24 levers, which are very hard to throw in cold weather, operator said. A few of them are always hard. She said that the operators are supposed to throw back all the levers after a train has gone through, then pulling back the necessary ones before the next train comes. However, very few operators do this, she added.

-3-

The third trick operator goes home at 7 A.M. and helps her mother until noon; then she goes to bed in a house where there are several small children and sleeps until supper time.

-4-

The neatest station visited on this division. Flowers were blooming in the windows, and everything seemed very clean.

Operator interviewed was very neat and interested in her work. She has taught the work to a great many girls and is sometimes called upon by the Chief Dispatcher to help with the new groups who come to apply for positions. She is one of the three women first employed as operators on this division. She takes great pride in her work, and is cited by trainmen and dispatcher as one of the best on the division.

71

(2)

City, Town or Shop: Chicago | Division: Ill. | Railroad: Santa Fe

Class	Occupation	Number Women	No. under 21 years	No. Children under 16	Number Colored	No. men same Occupation	Date first Employed
9. Round House	Wipers	6	0		0	2 on day 4 " night	Nov. 18, 18

HOURS

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day	Total Hours Per Wk.
	7 A.M.	12 to 12:30	5:30 P.M.	same	10	60-70

Night Work: Rotation

Ages of Women
~~xxxxxxxxxxxxxx~~ 28-51

Wages: before Order No. 27	Under Order No. 27	Present
men 25	men 37	37

Nationality:	Union membership
Bohemian	no

Names & positions of persons interviewed:

Mr. Snyder, Foreman

Date Nov. 21, 1918 Agent Helen Ross *Omit for "personal service"

WOMEN'S SERVICE SECTION U. S. R. A. No. 1.

1, 2, 4, 7.

NOV 3 - 1918

Chicago Ill.Div. Santa Fe

Passenger Round House

Wipers

-1-

Women are being tried at this work here for the first time since November 18, 1918. The foreman has started them on the work below the running board only but plans to have them do all the cleaning work, dividing it into separate tasks, ie, one woman to clean the cabs, another the decks, another the jackets and so on. Men are now doing the other work, but Mr. Snyder finds the women more satisfactory.

-2-

For toilet, see notes on Cleaners, same place.

A small room, about 10 by 12 has been partitioned from a basement where carpentering is done for the women's dressing and lunch room. There are only seven lockers but more will be added as more women are employed. One table and two benches complete the furnishings. There is no outside ventilation, and only artificial light. It is a poor place indeed for a lunch room, and the foreman realizes it and is eager to have better accommodations. He has not employed women before on account of the lack of facilities for their comfort, and this room was hastily arranged for the six now being tried out.

All wear overalls.

-4-

Four of these women came from the Corwith yards when they the truckers and section helpers were dismissed there in accord with an order from the Superintendent of the division on November 15, 1918. Three of the six are widows. All live withina half hour's ride from their work.

All the women seemed to be hard earnest workers. The Round House was very dark on the day of inspection (a cloudy day), and the women were using kerosene lights to facilitate their work.

-7-

Shortage of good labor caused the foreman to try out women at this work. Plenty of negro labor is available, but the negro men have proved too trifling. The foreman said that he got "much better wiping out of the women".

73

Car Department

Corwith, Ill. Ill. Div. Santa Fe (4)

Class	Occupation	Number women	Under 21	Colored	Men	Date first employ
Car Dep't.	Laborers	5	0	0	8	November, 1917

HOURS

Begin work	Lunch period	End work	Sunday	Total Per day	Total Per week
7 A.M.	12 to 12:30	4:30 in winter 5:30 in summer	0	9-10	63-70

Wages: before Order No.27	Under O rder No. 27	Present
25	37	37

Nationality	Union membership
Bohemian	no

Interviewed

Mr. Allison, Car Foreman

Date- November 22, 1918 Helen Ross

Copy of card No. 1.

1, 2, 3, 4, 8.

NOV 30 1918

L

Car Dep't.

Corwith, Ill. Ill. Div. Santa Fe

-1-

These women work on the "RIp Track", the repair track where the yards are full of scrap, iron and wood, thrown from the cars being repaired. The women pick up the wood, and carry it in their arms or over their shoulders to the scrap lumber car where it is thrown on the car by men. They pick up the small iron scrap, and carry it to the scrap iron car where it is removed by men. A new sunken track is being installed so that the women can dump their wheel barrows.

-2-

See notes on Locomotive Department.

-3-

An unusually strong looking group of women. One weighs 265 pounds. Four of the five now employed remained with the work throughout last winter. They are not required to do extremely heavy work, the Foreman said, but no standards are set. One woman had to be restrained from trying to take too much in her wheel barrow. She loaded her barrow with enough for two men, the foreman said.

-4-

All middleaged women; four widows.

-8-

They keep the tracks much cleaner than the men did. They are more steady in attendance, and they do not have to be watched at their work.

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(5)

Freight House

Corwith, Ill. Ill. Div. Santa Fe

Class	Occupation	Number women	Under 21	Colored	Men	Date first employed
4Clerical	2 Clerks	3	3	0	55	June 1918
	1 Switch board operator					

HOURS

Begin work	Lunch period	End work	Sunday	Total Per day	Total Per week
8 A.M.	12 to 1	5 P.M.	0	8	48

Wages:	Before Order No.27	Under Order No. 27	Present
Switch board operator	50	75	75
Clerks	72	97	97.

Nationality

American

Union Membership

B.R.C.

Interviewed

Mr. James, Freight Agent

Date November 22, 1918 Helen Ross

Copy of card No. 1.

-8-

Mr. James is greatly disturbed about the women clerks because they show no interest in their work, and is eager to know if this complaint is general. He says they do their routine work well, but they do not seem to care to learn more than the work of their own desk. They are thinking always of time to go home.

NOV 30 1918

76

(7)

Transportation Department

Corwith, Ill. Ill. Div. Santa Fe

Class	Occupation	Number women	Under 21	Men	Colored	Date first employed
5 Cleaning	Track Cleaners*	7	0	5	0	November, 197

10-

HOURS

Begin work	Lunch period	End work	Sunday	Total Per day	Total Per week
7 A.M.	12 to 12:30	5:30 P.M.	0	10	60

Wages: Before Order No. 27	1/1/18	Under Order No. 27	Present
22 1/2	25	37	37

Nationality	Union Membership
Polish and Bohemian	no

Interviewed

Mr. Marin Banke, Section foreman

Date November 23 and 25 Helen Ross

Copy of card No. 1

1, 2, 3, 4

NOV 2 0 ...

Transportation Department

Corwith, Ill. Ill. Div. Santa Fe

Track Cleaners

-1-

These women clean the tracks in the yards, that is, they pick up the trash with shovel or by hand, put it on thw wheel barrow and carry it off to an embankment and dump it. They were filling in a track with cinders on day of inspection; the cinders were piled up on the side of the track, so that the women carried their shovels full only a short distance. They do no heavier work than this, their foreman said. Agent did not see their wheel barrows.

-2-

Toilet is in small red house near the track, recently built and sanitary. Two compartments, and a small ante room which is heated by a small stove. The women keep it clean. The women employed on the wood pile come here also, although they are colored.

They have also a part of a box car where they eat their lunch, dress and keep their shovels etc. The room has a table, benches, and stove. Coffee was on the stove. No lavatory. Pails and tin basins furnish the only washing facilities.

The women were dressed warmly, but do not wear overalls. The foreign women seem slow to adopt them.

-3-

The women were working in a snow storm on day of inspection; they said they worked out all last winter and did not mind the weather.

A very healthy looking group of women.

-4-

The women work in a gang, not with the men. Their foreman seemed very kindly. Their work is somewhat isolated in the yards. Toilet is near.

*These women were first employed as section hands and were on the section payroll. When the order was issued against employing women as section hands, these women were dismissed. This was on November 1, 1918. A week later, they were rehired as "track cleaners", and as such, they remain, doing practically the same work. However, it should be added that their work was never that of the man section hand who handles ties, repairs tracks, etc.; their work has been cleaning from the first and seems to be practically the same work of the laborers in the car departments on the "Rip Track", whose duty it is to keep the tracks clean.

Reclamation Department

Corwith, Ill. Ill. Div. Santa Fe

77

(8)

Class	Occupation	Number women	U nder 21	Colored	Men	Date first employed
4Clerical	Clerks	7	3 or 4	0	3	May 1918

Omit

HOURS

Begin work	Lunch period	End work	Sunday	Total Per day	Total Per week
8 A.M.	12 to 12:30	4:30 P.M.	0	8	48

Wages: Before Order No.27	Under Order No. 27	Present
$66 to $75	$87.50 to $100	same

Nationality

American

Union Membership

B.R.C.

Interviewed

Mr. Graham, Sup't. Reclamation Department
Mr. Berryman, Chief Clerk

Date November 22, 1918 Helen R oss

Copy of card No. 1.

2, 4, 7, 8

NOV 30 1918

Corwith, Ill. Reclamation Department Ill. Div. Santa Fe

Clerks

-2-

No toilet facilities for the women only. They use the same toilet as the men. A new building is now being put up which will provide adequate facilities.

No lunch room. Many of the girls now go to the dinig room, described in Introduction.

-4-

A crowded office, not very light. Mr. Graham apologized for it with the explanation that the new building will be adequate.

-7-

Women clerks were first taken on in May, 1918, and have proved so satisfactory that Mr. Graham plans to keep them.

-8-

The work in this office is carried on in a unique way. Each clerk is taught the work of the entire office, changing from desk to desk, so that in the absence of one, the work can be carried on by another. The method has proved most successful not only in the matter of substitution but also in the matter of satisfaction. The clerks prefer to break the monotony of their work in this way. The idea was inaugurated by the Chief Clerk, who said proudly that everything in the Reclamation Department was done differently from the work of any other department.

Mr. Graham said that the office work was done much more efficiently since the women were taken on. He finds it unnecessary to watch the women in order to keep them busy.

80

Locomotive Department

(11)

City, Town or Shop: Corwith Junction- Chicago

Division: Ill.

Railroad: Santa Fe

Class	Occupation	Number Women	No. under 21 years	No. Children under 16	Number Colored	No. men same Occupation	Date first Employed*
9. Round House							
	Engine wipers	6	0		0	2	Oct. '17
	Laborers	15	0		0	3	

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day	Total Hours Per Wk.
	7 A.M.	12: to 12:30	5:30 P.M. not every	same S unday	10	60-70

Night Work: Rotation

Ages of Women ~~on night work~~ 25-50

Wages: before Order No. 27	Under Order No. 27	Present
25	37	37

Nationality:	Union membership
Bohemian, Polish	No

Names & positions of persons interviewed:

Assistant Foreman.
Mr. Magoff, Transportation Agent for Illinois Division.
General Foreman, Mr. Kirkhoff.

Date: Nov. 20, 1918

Agent: Helen Ross

*Omit for "personal service"

WOMEN'S SERVICE SECTION U. S. R. A. No. 1.

1, 2, 4, 6 7,

NOV 30 1918

Corwith Junction, Chicago Ill.Div. Santa Fe

Round House -Locomotive Department

Engine wipers and laborers

-1-

The wipers clean the entire engine except for the headlights and lanterns which are done by a man. They wash some of the small pieces taken from the engine in kerosene, which they carry in a pail.

The laborers sweep the Round House, pick up the rubbish with a shovel, put it into push cars and push it to the dump. The cars dump automatically. These women also clean the offices in the yards.

-2-

The women's toilet is in a small brick building. Opening from a small room with cement floor are three compartments screened at the sides but not at the front, the three sanitary toilets. The women are supposed to keep the place clean.

An old box car furnishes a rest room and lunch room for the 30 or more women employed in the Locomotive and Store Departments. In it are wooden lockers, two tables, and benches. No wash room or washing facilities other than the pail and basin afford. The place was very dirty after the noon meal. Poorly lighted and ventilated. Heated by steam. The women heat their coffee on the steam radiator.

-4-

Most of the women are middle aged and of the 21, nine are widows with small children. Several said they liked the railroad work because of the good pay. They are all foreign women, and live within a few miles of their work. Some of them walk a mile or more to work.

A foreman is in charge of them.

-6-

The majority of them do not like to work on Sundays, the foreman said. In ordinary times, the workers come to work one Sunday in a month, but lately on account of the shortage of labor, it has been necessary to ask most of them to work on Sunday. The women do as they wish, the foreman said. Always four or five come on Sunday.

-7-

Foreman has found the women steady and satisfactory workers and plans to keep them on this work.

✓ 81

(12)

City, Town or Shop: Drummond, Ill

Division: Ill.

Railroad: Santa Fe

Class %	Occupation	Number Women	No. under 21 years	No. Children under 16	Number Colored	No. men same Occupation	Date first Employed
14 Telephone	Block	3	0			0	1916
14 Telegraph		2 used.					

HOURS

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day	Total Hours Per Wk.
1	7:30 A.M.		3:30 P.M.	same	8	56
1	3:30 P.M.		11:30 P.M.	"	8	56
1	11:30 P.M.		7:30 A.M.	"	8	56

Night Work: Rotation none

Ages of Women on night work: 1. 26 2. 23 3. 28

Wages:	before Order No. 27	Under Order No. 27	Present
Telegraph		88.83	88.83
Telephone	61	61	61

Nationality: Am.

Union membership: O.R.T.

Names & positions of persons interviewed:
Miss Lamb, Operator
Conductor, Local Freight

Date: Nov. 26, 1918

Agent: Helen Ross

*Omit for "personal service"

WOMEN'S SERVICE SECTION U. S. R. A. No. 1.

1, 2, 3, 4

NOV 30 1918

Drummond, Ill. Ill. Div. Santa Fe

Block Signal

-1-

This is a non-agency station. Consequently there is no mail to handle, and any freight or express that come in are taken care of by the receivers. Only one store in the town, and a very few farm houses. The operators block trains, and hand up orders, and do a very little clerical work. The third trick is a wire trick. Since only the local freights stop here, a great many orders and messages must be handed up.

-2-

Single compartment, outdoor toilet.

-3-

The conductor of local freight, number 51, thinks that the work of handing up orders is exceedingly dangerous for girls since they are likely to stand too close and get their clothing caught in the gearing. He thinks that all operators who hand up orders should be required to wear overalls. The operator herself scorned the idea, and said she"loved" to hand up orders. The conductor said that none of the trains,not even the freights, slow up any as they come into the station to get a message or an order.

-4-

A small box car station. The one store is near.

TWO of the girls live a half mile from the station, and come to their work at night alone. They keep house together with another operator who is at the next station. The first trick operator lives on a farm near by and walks or comes in a car to her work. The night operators keep a gun.

82

(13)

City, Town or Shop: Ransom, Ill.
Division: Ill.
Railroad: Santa Fe

Class %	Occupation	Number Women	No. under 21 years	No. Children under 16	Number Colored	No. men same Occupation	Date first Employed
15 Telephone	Block	1	0			2	

HOURS

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day	Total Hours Per Wk.
1	3 A.M.		12 N.	same	9	63

Night Work: Rotation none

Ages of Women on night work: 22

Wages: before Order No. 27	Under Order No. 27	Present
61	61	61

Nationality:

Union membership: O.R.T.

Names & positions of persons interviewed:

Station Helper
Conductor, Local Freight

Date: Nov. 26, 1918
Agent: Helen Ross

*Omit for "personal service"

WOMEN'S SERVICE SECTION U. S. R. A. No. 1.

1, 3, 4

NOV 30 1918

Block Signal
Interlocking Plant

-1-

This operator blocks trains, operates the interlocking plant, sells tickets, takes down the semaphore light, sweeps the station, and does some clerical work.

There is also a telegraph apprentice at this station. Her duties are to help with the clerical work, clean lights, and to take the mail to and from the Post Office on a push cart.

-3-

The levers of this interlocking plant are said to be the hardest to operate on the line east of Chillcothe. The conductor of the Local Freight said that it was sometimes necessary to put a three foot pipe over the end of the lever in order to facilitate the operation by increasing the leverage.

-4-

Operator boards in the town, and comes to her work and stays alone. She has no gun.

83

(14)

City, Town or Shop	Division:	Railroad:
Lorenzo, Ill.	Ill.	Santa Fe

Class %	Occupation	Number Women	No. under 21 years	No. Children under 16	Number Colored	No. men same Occupation	Date first Employed
15	Telephone Block	1	0			2	Sept. 1918

HOURS

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day	Total Hours Per Wk.
1	3 P.M.		12 M.	same	9	63

Night Work: Rotation none

Ages of Women on night work 28

Wages: before Order No. 27	Under Order No. 27	Present
61	61	61

Nationality:	Union membership
Am.	O.R.T.

Names & positions of persons interviewed:

Mr. Riggs, Station Agent

Date Nov. 26, 918 Agent Helen Ross

*Omit for "personal service"

WOMEN'S SERVICE SECTION U. S. R. A. No. 1.

1, 2, 3, 4, 8

NOV 30 1918

Lorenzo, Ill. Ill. Div. Santa Fe

Block Signal

-1-

There is no Post Office here, and therefore no mail to handle. The operator blocks trains, does some clerical work, and hands up a great many orders. Both the Santa Fe and C and A go throughhere, making a double board to manipulate, and two semaphore lights to take care of. The third trick operator takes down the lights, but the second, the woman, arranges with another employee, the supervisor of water, to put up the lights for her.

-2-

Outside station toilet.

-3-

The station agent thinks the handing up orders very dangerous particularly on account of the coal cars that go through here, always overloaded, he said.

-4-

Woman operator lives about 3/4 mile up the track, and she goes home alone at night. She carries a gun. One store is near the station, and several farm houses.

-8-

Station agent is exceedingly well pleased with the work of the woman operator.

84

(15)

City, Town or Shop	Division:	Railroad:
Kerman, Ill.	Ill.	Santa Fe

Class %	Occupation	Number Women	No. under 21 years	No. Children under 16	Number Colored	No. men same Occupation	Date first Employed
15 Telephone	Block	2	1			1 agent	August, '18

HOURS

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day	Total Hours Per Wk.
1	2 P.M.		11 P.M.	same	9	63
1	11 P.M.		8 A.M.	"	9	63

Night Work: Rotation none

Ages of Women on night work 2. 18
3. 35

Wages: before Order No. 27	Under Order No. 27	Present
61	61	61

Nationality:	Union membership
Am.	O.R.T.

Names & positions of persons interviewed:

Miss Stogdill, Operator

Date Nov. 26, 1918

Agent Helen Ross

*Omit for "personal service"

WOMEN'S SERVICE SECTION U. S. R. A. No. 1.

1, 3, 4

NOV 30 1918

Telephone
Interlocking Plant

-1-

These operators block trains, operate the interlocking plant, sell tickets, do clerical work, and hand up orders. The second operator washed the windows and cleans the interlocking plant; the third sweeps the station and takes care of the lights.

-4-

The second operator lives in the town; the third boards at her house. The operators stay alone at their work. They have a gun.

-3-

The operator complained that one lever worked very hard,"but I can do it", she added.

Local freight arrived here late. The conductor called attention to the fact that frequently, when the train is late, the trainmen leave the freight on the platform, expecting the local receivers to come after their goods. If they do not take goods away before night, then it falls to the operator in charge to put the material in the freight house.

After each train goes through, the operator is supposed to throw the entire plant back into normal. This would entail much more manipulating if it were carried out, but the operators say that very few operators ever do this unless it is after a passenger train has passed, because on this train, there might be an inspector at the rear to see if the order is carried out. The object of the order is merely in case of accident to be able to say the levers were in their proper place.

✓ 85

(16)

City, Town or Shop	Division:	Railroad:
Joliet, Ill.	Ill. DIv.	Santa Fe

Freight House

Class	Occupation	Number Women	No. under 21 years	No. Children under 16	Number Colored	No. men same Occupation	Date first Employed
4. Clerical	Clerks Stenographer	4	1			8	1917

HOURS

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day	Total Hours Per Wk.
	7:30 A.M.	12 to 1:30	5 P.M.	one in 2 months (see notes)	8	48

Night Work: Rotation

Ages of Women on night work

Omit

Wages: before Order No. 27	Under Order No. 27	Present
66 to 72	91 to 97	91 to 97

Nationality:	Union membership
Am.	B.R.C. ×

Names & positions of persons interviewed:
Mr. Patterson, Freight Agent

Date Nov. 26, 1918 Agent Helen Ross

*Omit for "personal service"

WOMEN'S SERVICE SECTION U. S. R. A. No. 1.

NOV 30 1918

× Note concerning organization.

Joliet, Ill. Ill. Div. Santa Fe

Freight House
Clerks

This case is interesting in that the recently organized chapter of the B.R.C. has brought its first grievance through the Grievance Committee. The complaint is from the girls against Sunday work. Before General Order No. 27 was issued, a rule was instituted in the office that each clerk should work one Sunday in two months, that each clerk should take his turn at Sunday work.

Girls had been employed in this office a year before this rule was made. Although the rule was made before the issuance of General Order No.27, the girls were not scheduled to work their assigned Sunday until after the order was in effect. On this basis, they are now objecting to the Sunday work as a violation of the order.

The matter is shortly to come up between the Grievance Committee and the Freight Agent, Mr. Patterson. If it is not then settled amicably, the grievance will go to the General Grievance Committee.

Mr. Patterson thinks that the girls should take their turn at Sunday work if they expect to hold men's jobs. He thinks it will be settled by the girls' complying to the Sunday rule.

86

(17)

City, Town or Shop	Division:	Railroad:
Verona, Ill.	Ill.	Santa Fe

Class %	Occupation	Number Women	No. under 21 years	No. Children under 16	Number Colored	No. men same Occupation	Date first Employed
15	Telephone Block	2	1			1 agent	May, 1918

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day	Total Hours Per Wk.
1	5 P.M.		2 A.M.	same	9	63
1	2 A.M.		11 A.M.	"	9	63

Night Work: Rotation none

Ages of Women on night work 21 (?) and 18

Wages: before Order No. 27	Under Order No. 27	Present
61	61	61

Nationality: Am.

Union membership: One belongs to O.R.T.

Names & positions of persons interviewed:
Mr. Sanna, Station Agent

Date Nov. 26, 1918 Agent Helen Ross

*Omit for "personal service"

WOMEN'S SERVICE SECTION U. S. R. A. No. 1.

1, 3, 4

NOV 30 1918

Verona, Ill. Ill. Div. Santa Fe

Block Signal
Interlocking Plant

-1-

These operators block trains, operate the interlocking plant, sell tickets, do some clerical work, and take care of the mail. The second trick operator gets the mail from the Post Office to send out at 7 P.M. and 8 P.M., and takes to the P.O. mail which comes in on these trains. The third trick operator gets mail at 6 A.M. from the P.O. and takes the mail from this train and three others to the office. The Post Office is just across the track from the station. The mail is not heavy.

From 7 to 8 trains go through in each trick to which orders or messages must be handed. The section hands look after the semaphore light.

The agent or the trainmen handles the freight for the girls. The station agent said that the third trick is really a man's job because of the freight, and that his work is made much harder on account of having a girl on this trick. Often there are 10 or 12 coops of chickens to load and 4 or 5 barrels of dressed poultry.

The third operator cleans the station.

-3-

This interlocking plant has 16 levers., all of which are very hard to operate. Agent watched the station agent as he "crossed over" the local freight to pick up some cars. He threw them with great difficulty and evident strain, bracing himself against the wall. To throw two of them, it was necessary to call for the assistance of the freight conductor, who had difficulty also. One lever stuck absolutely, and the station agent had to go out with hammer and crowbar to find and adjust the difficulty. The station agent was just recovering from influenza, and was still very weak, but the other men seemed to have almost as much trouble with the levers. It is necessary to throw at least two levers after each passenger train goes through; to "head in" a freight, "to cross over" and "to pick up" cars require a great deal of manipulation, perhaps the throwing of 25 or 30 levers. Of course, it is not necessary to go through this for every freight train, but it is likely to happen once during a trick at least. Questioned as to how the girls did this, agent said that they usually called in the help, if in the day time, of anyone around the station; at night, the trainmen have to come in when the girls "get stuck". The freight conductor called attention to the fact that the trainmen might help head in the train, but that the girl was left alone to put her plant back into normal.

It seemed to agent a physical impossibility for girls of 21 and 18 to do this work. She tried to throw the lever which is said to be the easiest in the plant, and though she exerted great effort, she was unable to get the lever even half way into position. Add to these difficulties, the necessity of having to go out in the yards at night to try to adjust a lever which is stuck. The station agent said there is some knack to the throwing of a lever, but that it remained a process entirley too arduous for girls. The windows of the station shook as the agent tried to throw the levers.

In very cold weather and in extremely hot weather, the levers are hardest to operate; only in rainy weather are they comparatively easy. The station agent said that, last winter, he found it necessary to wear rubber boots at his work because the snow comes up through the openings in the plant. This means that the work is extremely cold all winter, particularly so when the wind is high.

-4-

Both girls board in the town, about a half block from the station. They stay alone. in the station.

87

(18)

City, Town or Shop	Division:	Railroad:
Willow Springs, Ill.	Ill.	Santa Fe

Class	Occupation	Number Women	No. under 21 years	No. Children under 16	Number Colored	No. men same Occupation	Date firs Employed*
15	Telephone Block Interlocking plant	1	1			2	Sept. 18

No. on each shift	HOURS: Begin Work	Lunch Period	End Work	Sunday	Total Hours: Per Day	Per Wk.
1	12:30 P.M.		9:30 A.M.	same	9	63

Night Work: Rotation none

Ages of Women on night work 19

Wages: before Order No. 27	Under Order No. 27	Present
61	61	61

Nationality: Am.

Union membership: O.R.T.

Names & positions of persons interviewed:

Mr. J. J. Jeans, Station agent

Date Nov. 18, 1918 Agent Helen Ross

*Omit for "personal service"

WOMEN'S SERVICE SECTION U. S. R. A. No. 1.

1, 2, 3, 4

NOV 30 1918

Willow Springs, Ill. Ill. Div. Santa Fe

Telephone
Interlocking Plant

-1-

Very small station- no outside work. All mail is handled by the C and A. Operator blocks trains and operates the interlocking plant. 15 levers. Very little clerical work. Cleans station.

-2-

Outside station toilet.

-3-

The interlocking plant is very hard to manipulate especially during cold weather. After the first frost this season, the girl found it impossible to throw two of the levers, and had to go across the track to the saloon to get a man to help her. This was reported to the superintendent who has now ordered that in the case of such emergency, the operator shall go to the bunk house of the section gang about a block away, call one of the men to help her, and that he shall receive three hours overtime for the service.x This information was secured from a Miss Schuey of Lemont, who was formerly employed at Willow Springs and has recently been off on account of illness.

(Miss Schuey is an hermaphrodite who has been the third trick operator at Willow Springs. Agent talked to her at Lemont.)

Station agent said the above arrangement for the girl's assistance is true, though as yet, it has not been necessary to call on the section men. He said that the trainmen sometimes had been called in, but that this occasioned greater delay.

(Agent was unable to see Miss Fort, the night operator)

Her landlady said that Miss Fort slept regularly ten hours or more.

Station agent keeps the handles of the levers covered with canvas casings to fadlitate their manipulation and to keep them always in condition for inspection.

-4-

Station agent prefers third trick operator to be a girl. He thinks the girls are neater and more consciencious about their work than the boys. The second trick at this station is considered too heavy for a girl.

x The men must be aroused from sleep.

88

(19)

City, Town or Shop	Division:	Railroad:
Wilbern, Ill.	Ill.	Santa Fe

Class	Occupation	Number Women	No. under 21 years	No. Children under 16	Number Colored	No. men same Occupation	Date firs Employed*
15	Telephone Agent- operator	1	1			0	April 13-18

HOURS

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day	Total Hours Per Wk.
1	7:30 A.M.	12 to 1	5:30 P.M.	same	9	63

Night Work: Rotation

Ages of Women ~~xxxxxxxxxx~~ ~~at night work~~ 18

Wages: before Order No. 27	Under Order No. 27	Present
	95.88	95.88

Nationality: Am.

Union membership: O.R.T.

Names & positions of persons interviewed:

Miss Bessie Stevens, Agent- operator

Date Nov. 16, 1918 Agent Helen Ross

*Omit for "personal service"

WOMEN'S SERVICE SECTION U. S. R. A. No. 1.

NOV 30 1918

1, 3, 4

Wilbern, Ill. Ill. Div. Santa Fe

Agent- Operator

-1-

This girl of 18 has entire charge of the station. She blocks trains(telephone work,) does the clerical work, hangs mail for one train, sells tickets for two trains, and looks after all freight and baggage. She also cleans the station. She has only an occasional order to hand up. The station is not a busy one, the town is small, and the amount of freight and baggage and mail is light. The operator's father comes to the station when there is heavy work to be done. If he is not there when the freight comes, the trainmen help her with the freight.

-3-

Operator says she has to handle nothing very heavy.

-4-

Very pretty, bright girl. She was dressed neatly and her hair was down her back. She finished her high school work in three years . S he likes her work but thinks she will have to give it up when the boys come back.

Small neatly kept station, with gravel platform. Only a few houses in the town, which is a pumping station for oil.

89

(20)

City, Town or Shop	Division:	Railroad:
Lemont, Ill.	Ill.	Santa Fe

Class	Occupation	Number Women	No. under 21 years	No. Children under 16	Number Colored	No. men same Occupation	Date first Employed*
15 Telephone	Block	1				0 (Day office only)	Oct. 14, 18

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day	Total Hours Per Wk.
	7 A.M.	12 to 1	6 P.M.	same	9	63

Night Work: Rotation

Ages of Women
~~xxxxxxxxxxxx~~ 23

Wages: before Order No. 27	Under Order No. 27	Present
61	61	61

Nationality:	Union membership
Am.	no (will join)

Names & positions of persons interviewed:

Miss Montgomery, Operator

Date Nov. 18, 1918 Agent Helen Ross

*Omit for "personal service"

WOMEN'S SERVICE SECTION U. S. R. A. No. 1.

1, 2, 4

NOV 20 1918

Lemont, Ill. Ill. Div. Santa Fe

Telephone

-1-

Blocks trains, and does some clerical work. No ouside work except to put up the semaphore light.

-2-

Outside station toilet- key in office.

-4-

Neat, business like girl. She had two years of High School work, but had been in no employment before she took up this work. Likes her work.

Neat, light office. One other girl, a clerk, works in the same office.

Boards in the town at$7.50 a week.

90

(21)

City, Town or Shop	Division:	Railroad:
Lockport, Ill.	Illinois	Santa Fe

Class	Occupation	Number Women	No. under 21 years	No. Children under 16	Number Colored	No. men same Occupation	Date firs Employed*
15 Tlephone	Block	1	1			2	June 1, 18

HOURS

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day	Total Hours Per Wk.
	3 P.M.		12 M.	same	9	63

Night Work: Rotation None

Ages of Women on night work 20

Wages: before Order No. 27	Under Order No. 27	Present
61	61	61

Nationality:	Union membership
Am.	O.R.T.

Names & positions of persons interviewed:

Miss Ruth Sanna, Operator and
Operator of the first trick.

Date: Nov. 18, 1918

Agent: Helen Ross

*Omit for "personal service"

WOMEN'S SERVICE SECTION U. S. R. A. No. 1.

1, 2, 3, 4, 8

NOV 30 1918

Lockport, Ill. Ill. Div. Santa Fe

Telephone

-1-

Lockport is a small town not far from Chicago. The operator at this station blocks trains, does a little clerical work, and puts up the block signal light. She has no outside work to do. A man is hired to bring the mail to the station and to put it on the train, thus relieving her of this duty, which ordinarily belongs to the operator.

-2-

Outside stationtoilet, very near the station and the track. The operator keeps the key to the woman's division in the office.

-3-

At first, she was not afraid to hand up orders but recently has become quite nervous about it, especially to the west bound trains. To hand up these orders , it is necessary to stand between the tracks because there is not sufficient level grmound on the far side of the track for her to get her distance. The track is built on an embankment here. The operator fears the possibility of another train's coming- from the opposite direction. The west bound trains go very fast at this point because they are coming down grade.

So far, she has not minded the climbing the pole to put up the light, but thinks it will be very unpleasant in the cold weather.

She says she gets plenty of sleep, from 6 to 1 0 hours.

-4-

Operator's mother stays with her most of the time, but she is not afraid, and usually goes home alone. She must go about five blocks through the town to get home. She lives over a store building.

Operator has had four years of High School, a bright girl.

-8-

Other pperator says he has found the girl very satidfactory.

91

22

City, Town or Shop	Division:	Railroad:
La Rose, Ill.	Ill.	Santa Fe

Class	Occupation	Number Women	No. under 21 years	No. Children under 16	Number Colored	No. men same Occupation	Date first Employed*
15	Telephone Block Interlocking plant	2	2			1 agent	June, 1918

HOURS

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day	Total Hours Per Wk.
1	2 P.M.		11 P.M.	same	9	63
1	11 P.M.		8 A.M.	B	9	63

Night Work: Rotation

Ages of Women on night work: Both 17

Wages: before Order No. 27	Under Order No. 27	Present
61	61	61

Nationality:	Union membership
Am.	No

Names & positions of persons interviewed:

Miss Montgomery, Operator

Date Nov. 16, 1918 Agent Helen Ross

*Omit for "personal service"

WOMEN'S SERVICE SECTION U. S. R. A. No. 1.

1, 2, 3, 4

NOV 30 1918

Telephone
Interlocking Plant

-1-

Block trains, do some clerical work, clean the station, take care of the lamps, put up and take down the semaphore light. Hand up orders, sometimes a great many during a trick, again only a few or none at all. 17 levers which are manipulated with great difficulty. Sometimes the trainmen have to come in and help.

Three passenger trains stop here daily and two local freights. The agent and trainmen help with any freight or baggage that is too heavy for the girls.

-2-

Outside station toilet. Key in office.

-3-

Agent interviewed one operator on the train. She spoke of the difficulty in manipulating the levers and said the girls did not know how they would get along during the winter.

-4-

One girl is the daughter of the section foreman and lives near the station; the other lives with her mother in the town which is about a mile distant from the station. They usually stay alone at night and operator said they are not afraid. They do not keep a gun.

Operator interviewed looked very tired, and seemed far too young to be working alone at night.

9r

(23)

City, Town or Shop | Division: | Railroad:

Toluca, Ill. | Ill. Div. | Santa Fe

Class	Occupation	Number Women	No. under 21 years	No. Children under 16	Number Colored	No. men same Occupation	Date firs Employed*
14	Telegraph Block						
15	Telephone Interlocking plant	2	1			2	June 1918

HOURS

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day	Total Hours Per Wk.
Teleg. 1	7 A.M.	12-1	4 P.M.	same	9	63
Teleph. 1	10 P.M.		7 A.M.	"	9	63

Night Work: Rotation none

Ages of Women on night work 23 Day operator is 20

Wages:	before Order No. 27	Under Order No. 27	Present
Telegraph		86.01	86.01
Telephone	61	61	61

Nationality:	Union membership
Am.	O.R.T.

Names & positions of persons interviewed:

Miss Shreve, Day operator

Date Nov. 16, 1918 | Agent Helen Ross | *Omit for "personal service"

WOMEN'S SERVICE SECTION U. S. R. A. No. 1.

1, 2, 3, 4

NOV 30 1918

Toluca, Ill. Ill. Div. Santa Fe

Telegraph and T elephone
Interlocking Plant

-1-

Day operator does all the work of a regular operator until one o'clock, then the regular telegraph operator comes on, and the girl does clerical work until four o'clock. She sends few messages during her trick. The night operator does only telephone block work and some clerical work.

Both manipulate the levers, 28 in all. Ten to twelve trains come through here daily. Of these, the two local freights require the manipulation of at least 15 levers when it is necessary to cross them over, as it usually is, and the passenger trains require the manipulation of two levers. Switching requires much manipulation.

-2-

Inside station toilet, one compartment, not locked.

-3-

The levers are very hard to manipulate. Agent watched the operator as she threw the levers to switch the local freight. She pulled with great effort, making several attempts before she was successful. She seemed to be a strong young person, but the strain was evident as she manipulated the levers.

-4-

Large, pleasant office.
Neat, businesslike worker.

93

(24)

Passenger Round House

City, Town or Shop: Chicago

Division: Ill.

Railroad: Santa Fe

Class	Occupation	Number Women	No. under 21 years	No. Children under 16	Number Colored	No. men same Occupation	Date first employed*
501 cleaning	Coaches inside	15			0	24	For several years

HOURS

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day	Total Hours Per Wk.
	6:30 A.M.	12 to 12:30	5 P.M.		10	69
Sunday	7 A.M.	" "	4:30 P.M.	9		

Night Work: Rotation

Ages of Women
~~xxxxxxxxxxxx~~ 25-50

Wages: before Order No. 27	Under Order No. 27	Present
25	37	37

Nationality: Austrian, chiefly

Union membership: no see notes

Names & positions of persons interviewed:
Mr. G. R. Rethmeyer, Assistant Car Foreman

Date: Nov. 21, 1918

Agent: Helen Ross

*Omit for "personal service"

WOMEN'S SERVICE SECTION U. S. R. A. No. 1.

1, 2, 3, 4, 7, 8, 9

NOV 30 1918

Chicago Ill. Div. Santa Fe

Cleaners

-1-

These women do all the cleaning inside of the car except mopping the floors, "blowing", and disinfecting, which are done by men receiving the same rate of pay. The process is as follows: The carpet is removed from the car and taken to another place to be vacuumed; then the blowing is done, both before the women begin. The "washing gang", four women, comes in next and washes all of the wood work in the car. The dining cars are washed thoroughly every day, ceiling, walls, furniture, fixtures etc. The day coaches are washed only as they need it. The ceiling work in the day coaches is done by men, who stand on a low scaffolding; in the diners, it is all done by the women. They use a small round brush and hot soapy water. After the washing is finished, two women come into the car to wash the windows, dust the wood work, and in the case of the day coaches, dust the seats. Even when the coach is not thoroughly washed, all the chair arms and window sills , those parts which come in contact with the traveller are cleaned with soap and water. After the windows and dusting are done, the men mop the floor, and the last process, "finishing," is done by the women. This is merely sweeping the floor just before the car goes out, in order to pick up any threads from the mop etc.

One woman, who is called "the silver man", cleans all the metal in all the cars, 15 to 20, which come into the yard daily. This includes the cuspidors which are first disinfected by a man.

Another, called the linen woman, has charge of the linen room , a small box car room, where all the head rests for the chair cars are taken after laundering to be repaired. After the car is "finished", the linen woman fits all the chairs with head rests. This woman is paid at the same rate as the cleaners.

One of the cleaners does mostly janitor work, cleaning offices etc. also at the same rate of pay.

-2-

The woman's dressing room and lunch room is a part of the box car used by the linen room, about a third of the space of a car. It contains wooden lockers, a table, and benches, and is scarcely large enough for half the number of women employed. Nine women keep their clothes here and dress here; the other six use the linen room. Not all of the women have lockers. The foreman plans to make more lockers of shelves in the linen room formerly used as a library. The lunch room is steam heated, and has one wash stand which furnishes hot water.

The toilet is used in common with the Round House women. It is located in one end of the Round House and is entered from the outside. It contains one sanitary toilet The next door adjoining opens into the toilet for the colored women employed by the Pullman Company (see notes on Cleaners, Pullman Company). The door is kept locked and the key stays in the woman's rest room.

-3-

All of the heaviest part of the cleaning work is done by men. Only the "washing gang", a group of young women (23-30) does work on the ceiling of the cars. Dusting and wiping of the ceiling are done by men, the women doing all the wood work below the moulding. The cars are heated in cold weather. Plugs along the tracks furnish hot water for the cleaning.

-4-

Practically all foreign born women, a strong, energetic group. Most of the women are above thirty. They live within a half hour's ride from the yards. Several are widows.

Cleaners, Cont'd.

-4-

Only a few of the women speak English, but their foreman can talk to them in their own language.

-7- and -8-

Women have been employed here as cleaners for a long time. It is therefore surprising that better facilities have not been provided for their comfort. More women have been employed during the last year than before, and it is the intention of the officials in charge to keep women on this work because they have proved thoroughly satisfactory, much more so than the men available.

The women are much steadier than the men in attendance and have been more steady since the increase in wages. The women cleaners show a smaller percentage of illness than the men cleaners. Agent thinks this may be due to the fact that the men have to do the blowing, which is a very dusty job, and probably exposes the workers to disease. The men do not wear masks when blowing.

-9-

Better facilities are being talked of by the superintendent at present, the foreman said.

Re organization

The women have no regular union affiliation, the foreman said, but they are sufficiently organized to get together and decide what they think should be done in some cases. They have been particularly insistent that the women shall not be put on a job that should be done by a man. The foreman has found it very difficult to substitute a woman for a man. For example- the metal in the cars was formerly cleaned by a man, and had come to be thought a man's job. The forman tried women but each woman in turn was told by the others that she was doing a man's job. With great difficulty, he explained to the women that the cleaning work was essentially a woman's job and he has now got a woman to stay on the job. This difficulty arises in spite of the fact that the men and women cleaners receive the same rate of pay, although the men do all the outside work, which is considered harder.

N. B.
Names checked indicate women.

UNITED STATES RAILROAD ADMINISTRATION
W G McADOO, Director General of Railroads
ATCHISON, TOPEKA AND SANTA FE RAILWAY

Monthly report of Telegraph Operators, Employes, Illinois Division.

October---1918.

Chillicothe	H B Forsythe	CD&O	244.80	7-am to 7-pm	
"	E C Neal	HOD	224.40	7-pm to 7-am	
"	A L Ballis	Dispr	204.00	8am to 4-pm	
"	Joe Miller	"	204.00	8am to 4pm	
"	S C Moore	"	204.00	4-pm to 12 am	
"	L C La Plante	"	204.00	4-pm to 12 am	
"	A B Emerle	"	204.00	12 am to 8-am	
"	J D Root	"	204.00	12 am to 8am	
"	H L Spaulding	OlhOpr	123.20	8am to 430pm	
"	H E McCormick	OT Opr	112.70	1030-pm to 730a m	
"	N H Cushing	Mgr Opr	116.20	7-am to 4-pm	
"	C B Hilsey	Opr	111.30	730am to 430-pm	
"	C Cunningham	"	111.39	10am to 7-pm	
"	Al Helmer	"	107.16	1130-pm to 830-am	
"	J Collier	"	107.16	230-pm to 1130-pm	
Gerwith	FE Hillhouse	D Opr	111.30	9am to 6-pm	
"	WS Allen	N Opr	107.16	4-pm to 1am	
"	R E Lewins	N Opr	107.16	1-am to 10-am	
McCook	C Atwood	D Opr	88.83	7-am to 7-pm NM	
"	B Ring	N Opr	106.76	7-pm to 7-am "	
Willow Springs	JJ Cole	Agt Opr	106.76	7-am to 4-pm	
"	E Fort	N P Opr	61.00	4-pm to 1-am	
"	S Shney	N P Opr	61.00	1-am to 10-am	
Tedens	S Sepeder	D P Opr	61.00	730am to 330-pm	
"	Mrs J Vanmeter	N P Opr	61.00	330-pm to 1130-pm	
"	J Van Meter	N P Opr	61.00	1130-pm to 730-am	
Lemont	C H Abernathy	Agt Opr	111.76	7-am to 7-pm NM	
"	Clara Montgomery	D P Opr	61.00	7-am to 5-pm	
Romeo	JJ Keig	Agt Opr	88.70	8-am to 5-pm	
"	G Jurko	N P Opr	61.00	2-pm to 11-pm	
"	F Robinson	N P Opr	61.00	11-pm to 8-am	
Lockport	H H Keith	Agt	136.00	7-am to 6-pm	
"	C A Schumann	D Opr	88.83	8-am to 6-pm	
"	Faith Senne	N P Opr	61.00	3-pm to 12 am	
"	D Weaberg	N P Opr	61.00	12 am to 9-am	
Joliet	L E Hynes	D Opr	111.39	645-am to 345-p	
"	AL Thomlin	N Opr	88.83	345-pm to 1245-am	
"	AN Thomlin	N Opr	88.83	9-pm to 7-am NM	
"PY" Plaines	Leo Lahney	D Opr	88.83	8-am to 4-pm	
"	E Bahm	N Opr	88.83	4-pm to 12 am	
"	J Connell	N P Opr	61.00	12 am to 8-am	
"PY" Plaines	A Mamietto	D P Opr	61.00	705am to 305-pm	
"	Viola Sales	N P Opr	61.00	305pm to 1105pm	
"	Mary Connell	N P Opr	61.00	1105pm to 705-am	
Hillsdale	T A Davis	Agt Opr	98.70	650am to 350-pm	
"	Mrs E Davis	N P Opr	61.00	1250-pm to 950pm	
"	Mabel Keith	N P Opr	61.00	950pm to 650-am	

Edw Walsh 30
26
23
18
24
30

Mrs Meyer

580.

8 to 5 P.

Lockport - Subway Mrs Sarine Nov. 18

visited in home

O.R.T.

Hours 3-12

Rating - 61

Emp. June 1, 1918

1. Block Telephone Op.
Clerical work.
Puts up light on pole

A girl used to go on 3rd. - mail too heavy
no mail, ex, or bag.
A man had to bring mail and hang
on crane. Girl lights lantern

Training - operator - 2 weeks - other op. very busy to aid

9th Street.

Satisfaction. good work - orders - 11 in this month

4. Over store - 5 blocks from work
Doesn't get afraid. - Mother stays with her part of time.
Comes home alone.
Doesn't mind the 7 day work. Wide awake at night.
sleeps 6-10 hours - gets plenty of sleep
Never bothered by prowlers.

2. Outside toilet near station + track.

Texas Oil Company - Cereal Co. - Chief Inspector

Gets excited handling orders to engine - nervous lately
West Bound train 90 feet - coming down grade
East " " " cars. - Can't stand on ground for two
Much of a hill - must stand in between.

UNITED STATES RAILROAD ADMINISTRATION

W. G. McADOO, Director General of Railroads

ATCHISON, TOPEKA AND SANTA FE RAILWAY

Monthly report of telegraph operators, employes: Illinois Division—October 3 1918.

Pennsel	Agnes McDonald Age	D P Opr	61.00	730-am to 330-pm	
"	Edith Lamb	N P Opr	61.00	330-pm to 1130-pm	
"	E Campbell	N Opr	88.83	1130-pm to 730-am	
Lorenzo	H F Hays	Agt Opr	90.70	7-am to 4-pm	
"	Ora Kelth	N P Opr	61.00	3-pm to 12m	
"	Joe Jimenez	N P Opr	61.00	12-am to 9-am	
Pequot	W E Aulin	pinspr	148.50	8-am to 4-pm	
"	C E Gilfillan	"	148.10	4-pm to 12m	
"	J C Kreel	"	147.90	12m to 8-am 8a to 5P	
Moran	H E Davies Wm Pennato	D Opr aff	100.11 58..	7-am to 3-pm	
"	H Hotle RZ	N Opr	88.83	3-pm to 12m	
"	F Davies	N P Opr	61.00	12m to 10-am NM	
Yorum	H H Simms	Agt Opr	102.75	7-am to 5-pm NM	
"	[illegible] Ebereth	N P Opr	61.00	5-pm to 2-am	
M. Hamm	Lee Weaver	N P Opr	61.00	2-am to 11-am	
Kinsman	H F Hamber	Agt Opr	102.75	730-am to 730-pm NM	
"	J Hobbin	Appr.	88.00	7-am to 7-pm	
Bunce	D H Russell	Agt Opr	116.20	6-am to 6-pm	
J Konrath	Wm Irvin	N Opr	88.06	6-pm to 12m	
"	A O Hoskins	N P Opr	61.00	3-am to 12noon	
"	B Hodges	Appr.	58.00	7-am to 1-pm NM	
Lorum	P Fort	Agt Opr	100.75	6am to 5pm	
"	G Stapfill	N P Opr	61.00	2pm to 11pm	
"	Mary Konrath	N P Opr	61.00	11-pm to 8-am	
Streator	O H Hodges	D Opr	112.70	9-am to 6-pm	
"	H B Sullivan	N Opr	107.16	6pm to 1am	
"	J S Bergman	N Opr	88.83	3am to 12noon	
Apanna	J Dyck	Agt Opr	112.70	7am to 4pm	
"	S Dyck	N P Opr	61.00	12noon to 10pm NM	
"	V Dyck	N P Opr	61.00	10-pm to 7-am	
Leeds	H H Funk	Agt opr	88.83	8am to 5pm	
"	Mrs H H Funk RZ	N P Opr	61.00	1-pm to 10-pm	
"	C C Ames	N P Opr	61.00	10-pm to 7-am	
Tolman	G Shreve	D Opr	88.83	7-am to 4-pm	
"	Peter Gabrick	N Opr	88.83	11-pm to 10-pm	
"	H Hamilton	N P Opr	61.00	10-pm to 7-am	
"	Thos Brown	Appr.	58.00	7-am to 7-pm	
La Rose	A H Jones	Agt opr	[illegible]	8-am to 6-pm	
"	Rudy Montgomery	N P Opr	61.00	3-pm to 11-pm	
"	Ivo Adkl	N P Opr	61.00	11-pm to 8-am	
Wilbern	B Stevens agent	Agt Opr	88.83	730am to 530-pm	
Atlas	K P Bullah	D Opr	88.83	8am to 5-pm	
"	E Flaughts	N P Opr	61.00	2-pm to 11-pm	
"	D Dunkoff	N P Opr	61.00	11-pm to 8-am	
Bielstein	J Sims	Agt Opr	102.75	730am to 430-pm	

Ancona, Ill. Dyelc

12-4 5-10 - 9 - 63

10P 7A - 9 - 63

Age ② 20
③ 18.

1.

Block Trains
Sells tickets - 2.
Some clerical work
Father looks after lanterns
Freight bag, for 1 train on 2nd. — One train to work for trains
3rd. bags made for trains. Sometimes heavy
Trainmen help. Father does also.
3rd. truck takes - 2 locals on 2nd. truck. 2 on 3rd. About 30 cars frequently
Interlocking 24. - Throw back all when train goes through then pull back later. Hard to operate
2nd has posted a lot of people - sometimes calls on 2nd. to help with instruction.

LaRose: 2nd. truck 2 P.M. - 11 P.M. - 2c 78 in hour. 3 months
17 - On way to see sister at Fremont 16 or 17 2 yrs
11P - 8 A.M. O.R.T. - no

1) Block trains
2. Scrub + work around - as far as 2nd year school. C + A + D.
3. Clean + fix lamps
Puts up light if station hand is not there
Very hard interlocking 17 levers - no electric signals.
Sometimes trainmen help to help.
(or 2) 2 local freights + much switching. 3 passengers
Hands up orders = may be a great many.
3rd. stays close.
2 - First time off since he began work
Keeps office door locked - no gun.

UNITED STATES RAILROAD ADMINISTRATION

W G McADOO, Director General of Railroads

ATCHISON, TOPEKA AND SANTA FE RAILWAY

Monthly report employes telegraph department— Illinois Divn

Pickstein	R Gantry	N P Opr	age	61.00	8pm to 11-pm
"	E Bakes	N Opr		88.83	11-pm to 8am
Princeville	A L Parker	Agt Opr		119.00	7am to 6-pm
"	W H Morrow	D Opr		88.83	8am to 5-pm
"	Rose Reyes	N P Opr		61.00	3-pm to 12am
"	E J Cushing	N P Opr		71.50	12am to 9-am
Peoria	GA Reed	Agt opr		81.78	8am to 6-pm
"	O Carlson	D Opr		72.00	8am to 5-pm
"	M Duffy	N P Opr		71.50	3-pm to 12 am
"	E Camp	N P Opr		71.50	12am to 9-am
Lomax	H L Steele	Agt opr		112.70	6am to 7-pm NH
Williamsfield	C W Kettrick	Agt Opr		119.00	8am to 6-pm
"	L H Wright	D Opr		88.83	9am to 6-pm
"	O Dethmer	N P Opr	18	61.00	3-pm to 12 am
"	C L Wright	N P Opr		61.83	12 am to 9am
Appleton	J W Finch	Agt opr		98.70	8am to 5-pm
"	Mary Cox	N P Opr		61.00	8pm to 11-pm
"	F W Hilton	N Opr		93.06	11-pm to 8-am
Ashinda - agent	H W Yarger	Agt opr	23	77.00	8am to 5-pm
Knox	L S Hamlett	Agt opr		91.66	7am to 6-pm
"	F Ostberg	N P Opr	18	61.00	1-pm to 10pm
"	A Gerlach	N P Opr	18	61.00	10-pm to 7-am
Wgm Galesburg	E H Birdsall	D Opr		100.11	8am to 5pm
"	J C Nolan	N Opr		100.11	730pm to 7am
Wgm Galesburg	C Albee	D Opr		88.83	7am to 4 pm
"	C A Berg	N Opr		88.83	4pm to 1-am
"	C F F Smythe	N Opr		88.83	1am to 7-am
					8-pm to 730-pm
Yoka	N L Sparks	D Opr		88.83	8am to 6-pm
"	W Bahnsen	N P Opr	18	61.00	3-pm to 12 am
"	E J McMullen	N Opr		88.83	12am to 9-am
Genesee	AL Quimby	Agt Opr		98.70	615-am to 615-pm NH
Nemo	G H Sheldon	"		119.00	7am to 7pm NH
"	O Duncan	D Opr		88.83	4am to 1-pm
"	L C McMullen	N Opr		91.66	1-pm to 10pm
"	D Eagle	N Opr		88.83	10-pm to 7-am
"	J Anderson	Elev		61.00	7am to 6-pm
Ormonde	C W Ikard	Agt Opr		109.78	8am to 5-pm
"	Mrs B Whatley	N P Opr	24	61.00	8pm to 11pm
"	Francis Hinsch	N Opr		88.83	11-pm to 8-am
Pegamah	E Lincoln	Agt		98.70	7am to 7am NH
Smithshire	A Wagner	Agt opr		119.00	7am to 4pm
"	O Pope	N P Opr		61.00	1-pm to 10-pm
"	Carl Painter	N P Opr		61.00	10-pm to 7-am
Notia	J J Lawler	Agt opr		109.88	7am to 7pm NH
"	Helen Hilts	Agt		88.00	7am to 7pm NH
"	SS Lawler			88.00	7am to 8pm
Strasburg	SW Hollingsworth	D Opr		93.06	730am to 430-pm

Nov. 16

Wilberm - Bessie Stevens

Agent - operator Age. 18 O.R.T. Emp April 13, 1918.
yes

Hours 7:30 - 5:30 - 1 hr. for lunch.

Rating

1. Hangs mail for 8 AM train.
Block trains. Orders - fill with hoops.
2 hr. + 1 hr. bring bag - father helps - Trainmen bring it in for her
Once in a while mail heavy - from 1 hr. - takes to P.O.
Sells tickets - 4 trains. Clerical station
8. Finished N.S. in 5 years.

4. Small rest station - pretty young girl - Lives down her back.
Under platform
Thinks she will have to give up work when boys come back
Likes work.
Pumping station for oil - grain + stock. - Valley
Zero Lower.

La Rose - (2 W)
Small station - under platform - interlocking
Town a mile distant - one or two houses near - elevator - agric.
3rd trick - section hand daughter
2nd " op. lives in Town.

Toluca Miss Stevens Age 20+ June 26 - '18 O.R.T.
yes.

7A - 4P Int Telg. op comes on at 1.
10P - 7A - 23 lives in Town. - Sept - '18. "

1. 7 - 1 - operating - 1 - 4 - clerical work Lunch 1 - 2.
Manipulates levers - 28. Make up ticket report for C.T.A. + S.F.
Sends out one telegraph

4. Lives in Toluca.
Practised in evenings at Tolu - grad. H.S. in 1916
Head in - 5 East Bound - 7 West Bound.
Cross them over - 15 - one local freight 10 - 12 trains
Passenger - 2 + order up
Not many 19 orders + some messages.

UNITED STATES RAILROAD ADMINISTRATION
W G McADOO, Director General of Railroads
ATCHISON, TOPEKA AND SANTA FE RAILWAY

Monthly report telegraph employes Illinois Division——October
4

Strasburg	G Sullivan		N Opr	88.83	3pm to 12mm
"	W G Stevenson		N Opr	88.83	12mm to 10am MN
"	G Phillips		Appr	58.00	7am to 7-pm MN
Decorra	G Farrar		Agt opr	76.14	7am to 4-pm
"	K Farrar	20	N P Opr	61.00	1pm to 10-pm
"	Mrs E Burdon	35	N P Opr	61.00	10-pm to 7pm
Lomax	H B Anderson		Agt	98.70	7am to 4-pm
"	Inez Pitts	18	N P Opr	61.00	230-pm to 1130-p
"	Jessie Amerine	18	N P Opr	61.00	1160-pm to 830am
Dallas City	C E Lynch		Agt Opr	140.25	~~[illegible]~~ 8am to 6-pm
"	F Reynolds		N Opr	72.00	11-pm to 8am
"	L Bennington		Appr	58.00	7-am to 7-pm MN
Pontoosuc	R Bennington		Agt opr	91.65	9am to 6-pm
"	B Johnson	24	N P Opr	61.00	12mm to 9am
E Ft Madison	E F Cheadle		Agt opr	105.75	7am to 4-pm
"	J W Bertschi		N Opr	88.83	1-pm to 10-pm
"	F Cheadle		N Opr	88.83	10-pm to 7am
Long Point	H E Miller		Agt opr	112.70	7am to 7pm MN
Dana	J Marsden		"	119.00	" "
Minonk	A Schneider		"	131.75	" "
Benson	B J Miller		"	119.00	" "
Roanoke	W J Hlom		"	136.00	" "
Eureka	S P Stokum		"	40.00	" "
Washington	F Lowry		"	127.50	" "
Crandall	H R Denton		"	85.00	" "
Morton	J H Voorhees		"	119.00	" "
"	Irene Shipley	26	D Opr	91.65	8am to 5-pm
Groveland	J F Miller		Agt opr	98.70	7am to 7-pm MN "
Pekin	A F Devens		D Opr	100.11	" " "

2 PHA
1 MCG
1 WEP
1 RVB
1 File

Total on div. women 37 men 130

5 mar.

Emp 1¼-2 yrs ago.

Phone - 61. - Interlocking inquiries - (for not)

Telegraph. 88 83 Cold weather

Living quarters. Difficult to secure

Training Class - Mr. Forsyth, - personally instructed operators - groups 2-5 -
Then send them out to post for 2 weeks - then exams.

Satisfaction Better than boys, - don't go to sleep on their work, do get nervous sometimes.

Age Majority between 18 & 22. Sometimes take a girl of 17. ~~generally [illegible]~~

Now.
Lv. Chicago 9:50 A.M. - no. 9 Ar. Joliet 10:53 A.M.
Lv. Joliet 10:55 A.M. - no. 51 Ar. Streator 4:00 P.M.
Lv. Streator 6:20 P.M. Ar. Chi. 9:00 P.M.

Tuesday
Lv. Chicago 9:50 A.M. Ar. Joliet 10:53 A.M.
Lv. Joliet 12:25 P.M. Ar. Corinth 5:00 P.M.
Ar. Chicago. —

Wednesday. Corinth - truckers.

1. 26 or 27 Nov 26.

Promoted 2 or 3. 2 years.

Boyce station 3:30 - 11:30.

3. 28 - the hills

3 Keep house I'm with 3rd Philadelphia
Hands both stations.
Stay alone - 2 keep a gun.
Orders - hand up - great variety - often in
Hourly - no mail - not P.O.
Freight express -
Managing Turn - people sup
pect to take freight one stop at
few farm houses.
Dress in country - weather or
Toilet. Dressing in single
Take care of light.
Conductor 51 stop girls make mistakes in
almost every order. order in service are better.

Corwith, Ill. Ill. Div. Santa Fe

Subject: Truckers

Interview with Mr. James, Freight Agent November 22, 1918

Women were first employed as truckers here in July, 1918, and the number on the payroll had been as high as 150. Many of these were only temporarily employed, but during the summer, the number on duty averaged between 50 and 60. This number dropped off gradually , and on November 15, 1918, only 12 remained. These 12 were dismissed on this date in response to an order from Mr. Allison, the Illinois Division Superintendent.

Mr. James was not aware of an order before that time. Mr. Allison had recently been to Corwith and had delivered the order.

The women employed were colored and foreign. They had proved very satisfactory.

They were first employed at 32 1/2 cents and were getting 42 cents when they were dismissed.

The work was not hard for them, Mr. James said. Mr. Longfellow, their foreman, held a school for truckers which the women were required to attend before starting the work. In this way, he taught them how to pull a truck with the least effort. The trucks were loaded lightly for the women, Mr. James said. They did no loading or unloading.

Three of these dismissed truckers were found in the Round House, Passenger Yards, and are described under Wipers in that department.

NOV 30 1918

(81-92) NOV 30 1918

General Notes

Illinois Division Santa Fe

Block Operating

Numbers- Total number of women operators -37
" " " " " -130

Kind of station

Practically all of the staions are small and old, and poorly equipped. Except for five or six, they have crushed rock platforms, and many of them are lighted by kerosene lamps. The towns are either small grain stations or oil pumping stations, with few houses. It is very difficult, the Chief Dispatcher said, to secure proper living quarters for the girl operators.

Training

The Chief Dispatcher instructs all the applicants himself. After they have mastered the Book of Rules, he calls them to Chillicothe, the Division Point, and teaches them there. Then he sends them out to post for a while in a station, usually for two weeks before they return to Chillicothe to take their examinations.

Age The majority of the girls are between 18 and 22, the Chief Dispatcher said. Sometimes he will employ a girl of 17 if she shows aptitude for the work; never under 17.

Satisfaction

The girls have proved much steadier in attending to their duties. They do not loaf on the job nor go to sleep on it. They do get nervous sometimes.

The interlocking plants are difficult for the girls to operate and especially in cold weather, and the Chief Dispatcher is uncertain how the girls will hold out during the winter. Only five or six stations on the entire division are not interlocking.

Information from Mr. Forsyth, Chief Dispatcher, Chillicothe, Ill.

Local Freight Office

Chicago Series 135

City, Town or Shop: Chicago, 18th + State.

Division:

Railroad: Santa Fe 94

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed
4	Clerks	28	✓ 45 men		105	
	Compt. op.	3				
	Typists	8				
	Stenog	4				
	Bill clks.	2				
	Telephone op.	2				
		47				

HOURS

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day Present	Per Day Oct. 1918	Per Wk. Present	Per Wk. Oct. 1918
	8:30	12 – 1	5		8	8	48	48

Night Work: Rotation

Ages of Women on night work

Wages: Jan. 1. 1918 and hours — Order 27 — Supplement No. 7 — Present

1 Stenog.	$100.00	3 clerks	$91.00	2 compt. op.	$97.00
1 "	102.00	4 "	97.00	1 " "	102.00
1 "	106.00	3 "	102.00	3 typists	97.00
1 "	108.00	9 "	108.00	1 "	100.00
✓ 1 Telephone op.	80.00	2 "	110.00	3 "	102.00
1 "	69.00 (see memo)	6 "	113.00	1 " ✓	108.00
Piece (2 clks. on billing, piece work, at rates of $1.20, $1.41, and $1.55 per 100.		1 "	115.00		

Nationality: Am.

Union Membership: yes

Names & positions of persons interviewed:

Mr. E. H. Osterhout, Asst. Agent

Miss Birch, clerk

Date May 29, 1919. Agent H. R.

WOMEN'S SERVICE SECTION U. S. RR ADMINISTRATION No. 1.

Local Freight Office

Chicago Series 136

City, Town or Shop: Chicago, 12th & State.

Division:

Railroad: Santa Fe 95

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed
8	Matron	1	0			

HOURS

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day Present	Per Day Oct. 1918	Per Wk. Present	Per Wk. Oct. 1918
	8	12 - 1	5		8	8	48	48

Night Work: Rotation

Ages of Women on night work

Wages: Jan. 1. 1918 and hours $50 | Order 27 | Supplement No. 7 $75 | Present

Nationality: Am.

Union Membership: No

Names & positions of persons interviewed: Miss Young, matron.

Date May 29, 1919 Agent H. R.

WOMEN'S SERVICE SECTION U. S. RR ADMINISTRATION No. 1.

al Freight Office

Chicago Series ~~140~~ 137

City, Town or Shop	Division	Railroad
Chicago, 12th + State		Santa Fe 96

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed
4	Messenger	1	✓			
	Mostly telephone messages; sometimes helps in cashiers office					

HOURS

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day Present	Per Day Oct. 1918	Per Wk. Present	Per Wk. Oct. 1918
	8	12-1	5		8	8	48	48

Night Work: Rotation

Ages of Women on night work

Wages: Jan. 1. 1918 and hours $44 | Order 27 | Supplement No. 7. $69 ✓ | Present

Nationality: Am.

Union Membership ?

Names & positions of persons interviewed:
Mr. Osterhout, Asst. Agent

Date May 29, 1919 Agent H.R.

WOMEN'S SERVICE SECTION U. S. RR ADMINISTRATION No. 1.

Chicago Series # ~~138~~ 137

Santa Fe 96

Local Freight Office, 12th and State Streets.

These offices are on three floors of a building, which is not new, but has been kept in good condition. The offices are light, well arranged, and equipped, and are not crowded. They are all clean and well lighted with windows on two or three sides.

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On the first floor is the women's rest room with toilet adjoining. The rest room is small, about 12 by 12, but it is very neat and comfortably furnished with a rattan couch, two wicker chairs, muslin curtains.* The girls clubbed together and bought a hot water bottle, and a blanket, each one contributing 25¢. The toilet room, containing six compartments and six wash stands, is finished in white, and was very clean,- in fact about the most pleasant room agent has found in the local freight offices, except for the P R R.

A matron, who was formerly a clerk is in charge of the rooms. She does all the daily cleaning,# the place is cleaned thoroughly every night, and attends any girl who is ill. She is very much interested in the girls' welfare, and is apparently well liked by the girls. Her rate is $75.

* Drinking fountain in the rest room.
\# This consists in the general picking up which must be done to a room used constantly. The regular thorough cleaning is done at night.

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One telephone operator in this office is rated at $69.00. When agent questioned her rating, Assistant Freight Agent explained that her work is not all telephone work, that she does various bits of work in the office, such as sorting filing, errands and the like: The position used to be called "Car Record Clerk", but the tile was changed in order to make it more nearly fit the job. It is estimated that she spends as much as four hours of her time at the telephone. She should then be rated at $70.00.

The Asst. Freight Agent will look into the matter.